

**EIGHTY-FIFTH GENERAL ASSEMBLY
2013 REGULAR SESSION
DAILY
SENATE CLIP SHEET**

MARCH 26, 2013

SENATE FILE 296

S-3056

1 Amend Senate File 296 as follows:

2 1. Page 5, line 10, after <services.> by inserting
3 <If the methodology for calculating the federal medical
4 assistance percentage for newly eligible individuals
5 under this paragraph, as provided in 42 U.S.C. §
6 1396d(y), is modified through federal law or regulation
7 before January 1, 2020, in a manner that reduces
8 the percentage of federal assistance to the state,
9 the department of human services shall implement an
10 alternative plan as specified in the medical assistance
11 state plan for coverage of the affected population.>

12 2. Page 12, by striking lines 17 through 20 and
13 inserting:

14 <____. The department of human services shall
15 amend the medical assistance state plan to provide
16 for coverage of adults up to 133 percent of the
17 federal poverty level as provided pursuant to section
18 249A.3, subsection 1, paragraph "v", as enacted in
19 this Act, beginning January 1, 2014. The state plan
20 amendment shall include a provision specifying that if
21 the methodology for calculating the federal medical
22 assistance percentage for newly eligible individuals
23 under section 249A.3, subsection 1, paragraph "v",
24 as provided in 42 U.S.C. § 1396d(y), is modified
25 through federal law or regulation before January
26 1, 2020, in a manner that reduces the percentage
27 of federal assistance to the state, the department
28 of human services shall implement an alternative
29 plan for coverage of the affected population, to the
30 extent necessary, so that state expenditures remain
31 budget neutral under the modified federal medical
32 assistance percentage relative to the percentage
33 specified for the same fiscal year under section 42
34 U.S.C. § 1396d(y). The state plan amendment shall
35 provide that implementation by the department of human
36 services of any alternative plan for coverage of the
37 affected population is subject to prior approval of the
38 implementation by statute.>

39 3. Page 13, by striking lines 6 and 7 and
40 inserting:

41 <Sec. _____. EFFECTIVE DATE. The following provision
42 or provisions of this Act take effect December 31,
43 2013:

44 1. The section of this Act amending section 249A.3,
45 subsection 2, paragraph "a", subparagraph (9).

46 Sec. _____. EFFECTIVE UPON ENACTMENT. With the
47 exception of the section of this Act amending section
48 249A.3, subsection 2, paragraph "a", subparagraph (9),
49 this Act, being deemed of immediate importance, takes
50 effect upon enactment.>

**By PAM JOCHUM
JACK HATCH**

S-3056 FILED MARCH 25, 2013
ADOPTED

SENATE FILE 297

S-3059

1 Amend Senate File 297 as follows:

2 1. Page 1, by striking lines 3 through 10 and
3 inserting:

4 <Sec. ____ Section 15.106B, subsection 4, paragraph
5 c, Code 2013, is amended by striking the paragraph.>

6 2. By renumbering as necessary.

By WILLIAM A. DOTZLER

S-3059 FILED MARCH 25, 2013

ADOPTED

S-3058

1 Amend Senate File 354 as follows:
2 1. Page 1, line 3, after <services> by inserting
3 <, in collaboration with the department of public
4 health and the department of agriculture and land
5 stewardship,>
6 2. Page 1, line 4, by striking <plan> and inserting
7 <procurement policy>
8 3. Page 1, line 5, before <requiring> by inserting
9 <for the policy>
10 4. Page 1, by striking lines 7 through 9
11 and inserting <to conform to the American heart
12 association's procurement standards or the United
13 States department of health and human services'
14 guidelines for federal concessions and vending
15 operations, and to establish purchasing preferences for
16 local>
17 5. Page 1, line 12, after <education> by inserting
18 <, in collaboration with the department of agriculture
19 and land stewardship,>
20 6. Page 1, line 12, by striking <plan> and
21 inserting <procurement policy>
22 7. Page 1, line 13, before <requiring> by inserting
23 <for the policy>
24 8. Page 1, by striking lines 14 through 16
25 and inserting <to conform to the American heart
26 association's procurement standards or the United
27 States department of health and human services'
28 guidelines for federal concessions and vending
29 operations, and to establish purchasing preferences
30 for>
31 9. Page 1, line 18, by striking <plan> and
32 inserting <policy>
33 10. Page 1, line 21, by striking <plans> and
34 inserting <procurement policies>
35 11. Page 1, line 26, by striking <plan> and
36 inserting <procurement policy>
37 12. Page 1, by striking lines 27 and 28 and
38 inserting <American heart association's procurement
39 standards or the United States department of health and
40 human services' guidelines for federal concessions and
41 vending operations by>
42 13. Page 1, after line 29, by inserting:
43 <5. The department of administrative services and
44 the department of public health shall review and update
45 relevant nutrition standards every five years, starting
46 in 2018, to reflect advancements in nutrition science,
47 dietary data, and food product availability.>
48 14. Page 1, line 30, by striking <5.> and inserting
49 <6.>
50 15. Page 1, line 32, by striking <plans> and

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Page 2

1 inserting <procurement policies>

By JANET PETERSEN

S-3058 FILED MARCH 25, 2013

ADOPTED

SENATE FILE 354

S-3065

1 Amend the amendment, S-3058, to Senate File 354, as
2 follows:

3 1. Page 1, line 43, after <5.> by inserting <The
4 department of human services, in collaboration with
5 the department of administrative services and the
6 department of public health, shall require recipients
7 under the food assistance program, as defined in
8 section 234.1, by January 1, 2015, to comply with the
9 procurement standards or guidelines applicable to
10 affected cafeterias under this Act.>

By JONI K. ERNST

S-3065 FILED MARCH 25, 2013

WITHDRAWN

SENATE FILE 358

S-3061

1 Amend Senate File 358 as follows:

2 1. Page 4, by striking line 29 and inserting:
3 <c. Subsection 1 and subsection 2, paragraph "b",
4 and this paragraph "c" are repealed July 1, 2014.>
5 2. By renumbering as necessary.

By ROBERT M. HOGG

S-3061 FILED MARCH 25, 2013

ADOPTED

SENATE FILE 363

S-3064

1 Amend Senate File 363 as follows:

2 1. Page 2, after line 16 by inserting:
3 <3A. A person commits a serious misdemeanor
4 when the person knows the person is infected with
5 a contagious or infectious disease and exposes an
6 uninfected person to the contagious or infectious
7 disease acting with a reckless disregard as to whether
8 the uninfected person contracts the contagious or
9 infectious disease, but the conduct does not result
10 in the uninfected person becoming infected with the
11 contagious or infectious disease.>
12 2. By renumbering as necessary.

By CHARLES SCHNEIDER

S-3064 FILED MARCH 25, 2013

SENATE FILE 363

S-3067

- 1 Amend Senate File 363 as follows:
- 2 1. Page 2, after line 16 by inserting:
- 3 <3A. A person commits a simple misdemeanor when the
- 4 person knows the person is infected with a contagious
- 5 or infectious disease, willfully misrepresents that
- 6 the person is not so infected to another person for
- 7 the purposes of inducing the other person to engage in
- 8 sexual activity, and such persons subsequently engage
- 9 in sexual activity.>
- 10 2. Title page, line 1, by striking <relating to the
- 11 intentional transmission of> and inserting <creating
- 12 criminal offenses relating to>
- 13 3. By renumbering as necessary.

By HERMAN C. QUIRMBACH

S-3067 FILED MARCH 25, 2013

SENATE FILE 393

S-3057

- 1 Amend Senate File 393 as follows:
- 2 1. Page 1, by striking line 15 and inserting
- 3 <department.>
- 4 2. Page 1, line 16, by striking <The> and inserting
- 5 <Notwithstanding any provision to the contrary, the>
- 6 3. Page 1, line 17, after <shall> by inserting
- 7 <only>
- 8 4. Page 1, line 19, after <136A.5> by inserting
- 9 <if funding is available for implementation of the
- 10 reporting requirement>
- 11 5. Page 1, line 33, after <screening.> by inserting
- 12 <However, reporting of the results of each newborn's
- 13 critical congenital heart disease screening shall
- 14 not be required unless funding is available for
- 15 implementation of the reporting requirement.>
- 16 6. By striking page 1, line 34, through page 2,
- 17 line 13.
- 18 7. Title page, lines 3 and 4, by striking <and the
- 19 convening of a task force on prenatal care>
- 20 8. By renumbering as necessary.

By JOE BOLKCOM

S-3057 FILED MARCH 25, 2013

ADOPTED

S-3062

1 Amend Senate File 396 as follows:
2 1. Page 5, line 23, by striking <nonprofessional>
3 2. Page 5, by striking lines 25 through 27 and
4 inserting <subchapter IV.>
5 3. Page 29, line 12, after <date> by inserting <of
6 this division>
7 4. Page 29, line 15, after <this> by inserting
8 <division of this>
9 5. Page 29, line 18, after <this> by inserting
10 <division of this>
11 6. Page 29, line 24, after <this> by inserting
12 <division of this>
13 7. Page 29, line 28, after <this> by inserting
14 <division of this>
15 8. Page 30, line 1, after <this> by inserting
16 <division of this>
17 9. Page 30, line 18, after <this> by inserting
18 <division of this>
19 10. Page 30, line 22, after <this> by inserting
20 <division of this>
21 11. Page 30, line 30, after <this> by inserting
22 <division of this>
23 12. Page 31, lines 16 and 17, by striking
24 <PROVISIONS – STANDING APPROPRIATION.> and inserting
25 <PROVISIONS.>
26 13. Page 31, line 18, by striking <1.>
27 14. Page 31, line 20, after <date> by inserting <of
28 this division>
29 15. Page 31, line 22, after <date> by inserting <of
30 this division>
31 16. Page 31, by striking lines 23 through 35.
32 17. Page 32, line 5, by striking <and
33 implementation>
34 18. Page 32, line 11, after <MANAGEMENT> by
35 inserting <PLAN – REPORT>
36 19. Page 32, line 13, by striking <and implement>
37 20. Page 32, by striking line 17 and inserting
38 <regents. The director shall submit a written report
39 to the general assembly by January 6, 2014, concerning
40 the director's findings and recommendations concerning
41 the plan.>
42 21. Page 32, line 32, after <with> by inserting
43 <affected executive branch agencies and>
44 22. Page 33, lines 7 and 9, by striking <do all of
45 the following:
46 a. Provide> and inserting <provide>
47 23. Page 33, line 11, by striking <(1)> and
48 inserting <a.>
49 24. Page 33, line 13, by striking <(2)> and
50 inserting <b.>

1 25. Page 33, line 15, by striking <(3)> and
2 inserting <c.>

3 26. Page 33, by striking lines 18 through 33 and
4 inserting:

5 <4. The report submitted to the general assembly
6 shall include but not be limited to implementation
7 timelines relative to the plan, number of employees
8 and agencies impacted by potential consolidation of
9 human resource management functions, and potential
10 costs to be charged agencies upon implementation of
11 the consolidated plan. The report shall also include
12 recommendations for the consolidation of payroll
13 functions, to include timelines for implementation,
14 costs, and potential financing options.>

15 27. Page 38, by striking lines 10 through 17.

16 28. By striking page 38, line 33, through page 40,
17 line 2.

18 29. Page 42, after line 28 by inserting:

19 <Sec. _____. Section 84A.11, subsection 4, Code 2013,
20 is amended to read as follows:

21 4. The nursing workforce data clearinghouse shall
22 be established and maintained in a manner consistent
23 with the health care delivery infrastructure and health
24 care workforce resources strategic plan developed
25 ~~pursuant to section 135.164~~ by the department of public
26 health.>

27 30. Page 43, after line 17 by inserting:

28 <Sec. _____. Section 135.153A, Code 2013, is amended
29 to read as follows:

30 135.153A Safety net provider recruitment and
31 retention initiatives program – repeal.

32 The department, ~~in accordance with efforts pursuant~~
33 ~~to sections 135.163 and 135.164 and~~ in cooperation with
34 the Iowa collaborative safety net provider network
35 governing group as described in section 135.153,
36 shall establish and administer a safety net provider
37 recruitment and retention initiatives program to
38 address the health care workforce shortage relative to
39 safety net providers. Funding for the program may be
40 provided through the health care workforce shortage
41 fund or the safety net provider network workforce
42 shortage account created in section 135.175. The
43 department, in cooperation with the governing group,
44 shall adopt rules pursuant to chapter 17A to implement
45 and administer such program. This section is repealed
46 June 30, 2014.

47 Sec. _____. Section 135.175, subsection 1, paragraph
48 b, Code 2013, is amended to read as follows:

49 b. A health care workforce shortage fund is created
50 in the state treasury as a separate fund under the

1 control of the department, in cooperation with the
2 entities identified in this section as having control
3 over the accounts within the fund. The fund and
4 the accounts within the fund shall be controlled and
5 managed in a manner consistent with the principles
6 specified and the strategic plan developed pursuant
7 ~~to sections 135.163 and 135.164~~ by the department of
8 public health.

9 Sec. _____. Section 135.175, subsection 6, Code 2013,
10 is amended to read as follows:

11 6. a. Moneys in the fund and the accounts in the
12 fund shall only be appropriated in a manner consistent
13 with the principles specified and the strategic plan
14 developed ~~pursuant to sections 135.163 and 135.164~~ by
15 the department of public health to support the medical
16 residency training state matching grants program, the
17 nurse residency state matching grants program, the
18 health care professional incentive payment program,
19 the Iowa needs nurses now initiative, the safety net
20 recruitment and retention initiatives program, for
21 national health care workforce shortage initiatives,
22 for the physician assistant mental health fellowship
23 program, for the purposes of the Iowa needs nurses
24 now infrastructure account, and to provide funding
25 for state health care workforce shortage programs as
26 provided in this section.

27 b. State programs that may receive funding from
28 the fund and the accounts in the fund, if specifically
29 designated for the purpose of drawing down federal
30 funding, are the primary care recruitment and retention
31 endeavor (PRIMECARRE), the Iowa affiliate of the
32 national rural recruitment and retention network, the
33 primary care office shortage designation program,
34 the state office of rural health, and the Iowa health
35 workforce center, administered through the bureau
36 of health care access of the department of public
37 health; the area health education centers programs at
38 Des Moines university – osteopathic medical center
39 and the university of Iowa; the Iowa collaborative
40 safety net provider network established pursuant to
41 section 135.153; any entity identified by the federal
42 government entity through which federal funding for a
43 specified health care workforce shortage initiative
44 is received; and a program developed in accordance
45 with the strategic plan developed by the department of
46 public health ~~in accordance with sections 135.163 and~~
47 ~~135.164~~.

48 c. State appropriations to the fund shall be
49 allocated in equal amounts to each of the accounts
50 within the fund, unless otherwise specified in the

1 appropriation or allocation. Any federal funding
2 received for the purposes of addressing state health
3 care workforce shortages shall be deposited in the
4 health care workforce shortage national initiatives
5 account, unless otherwise specified by the source
6 of the funds, and shall be used as required by the
7 source of the funds. If use of the federal funding is
8 not designated, twenty-five percent of such funding
9 shall be deposited in the safety net provider network
10 workforce shortage account to be used for the purposes
11 of the account and the remainder of the funds shall be
12 used in accordance with the strategic plan developed
13 by the department of public health ~~in accordance with~~
14 ~~sections 135.163 and 135.164~~, or to address workforce
15 shortages as otherwise designated by the department
16 of public health. Other sources of funding shall be
17 deposited in the fund or account and used as specified
18 by the source of the funding.>

19 31. Page 44, line 8, by striking <Section> and
20 inserting <Sections 135.163, 135.164, and>

21 32. Page 44, line 8, by striking <is> and inserting
22 <are>

23 33. Page 45, after line 29 by inserting:

24 <DIVISION ____
25 PUBLIC SAFETY COMMUNICATIONS

26 Sec. ____ NEW SECTION. 34A.11 Communications –
27 single point-of-contact.

28 1. The joint E911 service board in each enhanced
29 911 service area shall designate a person to serve
30 as a single point-of-contact to facilitate the
31 communication of needs, issues, or concerns regarding
32 emergency communications, interoperability, and other
33 matters applicable to emergency E911 communications
34 and migration to an internet protocol-enabled next
35 generation network. The person designated as the
36 single point-of-contact shall be responsible for
37 facilitating the communication of such needs, issues,
38 or concerns between public or private safety agencies
39 within the service area, the E911 program manager,
40 the E911 communications council, the statewide
41 interoperable communications system board established
42 in section 80.28, and any other person, entity, or
43 agency the person deems necessary or appropriate.
44 The person designated shall also be responsible for
45 responding to surveys or requests for information
46 applicable to the service area received from a federal,
47 state, or local agency, entity, or board.

48 2. In the event a joint E911 service board fails
49 to designate a single point-of-contact by November 1,
50 2013, the chairperson of the joint E911 service board

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1 shall serve in that capacity. The E911 service board
2 shall submit the name and contact information for the
3 person designated as the single point-of-contact to the
4 E911 program manager by January 1 annually.

5 3. The provisions of this section shall be
6 equally applicable to an alternative legal entity
7 created pursuant to chapter 28E if such an entity is
8 established as an alternative to a joint E911 service
9 board as provided in section 34A.3. If such an entity
10 is established, the governing body of that entity shall
11 designate the single point-of-contact for the entity,
12 and the chairperson or representative official of
13 the governing body shall serve in the event a single
14 point-of-contact is not designated.>

15 34. Title page, line 2, by striking <making an
16 appropriation,>

17 35. By renumbering, redesignating, and correcting
18 internal references as necessary.

By JEFF DANIELSON

S-3062 FILED MARCH 25, 2013

SENATE FILE 407

S-3063

1 Amend Senate File 407 as follows:

2 1. By striking page 1, line 1, through page 2, line
3 2.

4 2. Page 2, by striking lines 18 through 28.

5 3. By renumbering as necessary.

By JEFF DANIELSON

S-3063 FILED MARCH 25, 2013

S-3066

1 Amend Senate File 423 as follows:

2 1. Page 6, line 23, after <paragraph.> by inserting
3 <The eligibility of an applicant who receives a teach
4 Iowa scholar grant and who is preparing to teach in a
5 hard-to-staff subject as identified by the department
6 shall not be affected in subsequent years if the
7 department does not continue to identify that subject
8 as a hard-to-staff subject.>

9 2. Page 7, by striking lines 27 through 29 and
10 inserting <state models and comparable systems>

11 3. Page 8, line 10, by striking <section 284.7> and
12 inserting <~~section 284.7~~ this chapter>

13 4. Page 11, by striking lines 7 and 8 and inserting
14 <implementing a state model or comparable system
15 approved as provided>

16 5. Page 12, line 28, after <284.15> by inserting
17 <and to pay salary supplements to teachers assigned
18 to leadership roles, to increase the percentages of
19 teachers assigned to leadership roles, to increase
20 the minimum teacher salaries, to cover the costs
21 for the time when teachers assigned to leadership
22 roles are not providing instruction to students in
23 a classroom, for coverage of a classroom when an
24 initial or career teacher is observing or coteaching
25 with a teacher assigned to a leadership role, for
26 professional development time to learn best practices
27 associated with the leadership process, for other costs
28 associated with a comparable system pursuant to section
29 284.15, and to accomplish goals that include improving
30 instruction and elevating the quality of teaching and
31 student learning>

32 6. Page 13, by striking line 12 and inserting:
33 <Sec. _____. Section 284.2, subsections 1 and 8, Code
34 2013, are amended>

35 7. Page 13, after line 27 by inserting:

36 <8. "Performance review" means a summative
37 evaluation of a teacher other than a beginning
38 teacher and used to determine whether the teacher's
39 practice meets school district expectations and the
40 Iowa teaching standards, and to determine whether the
41 teacher's practice meets school district expectations
42 for career advancement in accordance with ~~section 284.7~~
43 this chapter.>

44 8. Page 14, by striking lines 31 and 32 and
45 inserting <incorporating the salary minimums ~~required~~
46 ~~in section 284.7~~ in accordance with this chapter. The
47 combined salary schedule must use only the>

48 9. By striking page 16, line 18, through page 21,
49 line 20, and inserting:

50 <Sec. _____. Section 284.7, subsection 1, paragraph

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1 a, subparagraph (2), Code 2013, is amended to read as
2 follows:

3 (2) ~~Beginning July 1, 2008~~ Except as provided in
4 a state model or comparable system approved pursuant
5 to section 284.15, the minimum salary for a beginning
6 teacher shall be twenty-eight thousand dollars.

7 Sec. _____. Section 284.7, subsection 1, paragraph
8 b, subparagraph (2), Code 2013, is amended to read as
9 follows:

10 (2) ~~Beginning July 1, 2008~~ Except as provided in
11 a state model or comparable system approved pursuant
12 to section 284.15, the minimum salary for a first-year
13 career teacher shall be thirty thousand dollars.

14 Sec. _____. Section 284.7, subsection 5, Code 2013,
15 is amended by striking the subsection and inserting in
16 lieu thereof the following:

17 5. This section is repealed July 1, 2016.>

18 10. By striking page 23, line 13, through page 35,
19 line 27, and inserting:

20 <Sec. _____. NEW SECTION. 284.15 Career path,
21 leadership role, and compensation model and comparable
22 system requirements.

23 1. Common provisions for models and comparable
24 systems. Except as otherwise provided in this section,
25 all models specified in sections 284.16, 284.17, and
26 284.18, and any comparable system described in section
27 284.19, shall be approved under subsection 12 and shall
28 meet the requirements of this section.

29 2. Salary supplements and appeal. The salary
30 supplement received by teachers pursuant to section
31 257.10, subsection 12, shall fully cover the salary
32 costs of any additional contract days required of
33 teachers under a state model or comparable system
34 approved pursuant to this section. If a teacher
35 ends or completes a leadership role assignment, the
36 teacher shall no longer receive a salary supplement for
37 performance in a leadership role unless the teacher
38 is issued a new contract for assignment in another
39 leadership role. Notwithstanding any provision of
40 law to the contrary, the determinations of salary
41 supplements paid from moneys received pursuant to
42 section 257.10, subsection 12, are not subject to
43 appeal.

44 3. Review councils. The school board implementing
45 a state model pursuant to section 284.16, 284.17, or
46 284.18, shall appoint a site-based review council if
47 the school district has a certified enrollment of six
48 hundred or more students, or a district-based selection
49 council if the school district has a certified
50 enrollment of less than six hundred students.

1 a. Each council shall be comprised of equal numbers
2 of teachers and administrators. Teacher members
3 shall include teachers who have been nominated by
4 the certified employee organization that represents
5 the school district's teachers, if such organization
6 exists, or, if such organization does not exist, by a
7 teacher quality committee.

8 b. The council shall accept and review applications
9 submitted to the school's or the school district's
10 administration for assignment or reassignment in
11 a leadership role and shall make recommendations
12 regarding the applications to the superintendent of the
13 school district. In developing recommendations, the
14 council shall utilize measures of teacher effectiveness
15 and professional growth, consider the needs of the
16 school district, and review the performance and
17 professional development of the applicants. Any
18 teacher recommended by a review council for assignment
19 or reassignment in a leadership role shall have
20 demonstrated to the council's satisfaction competency
21 on the Iowa teaching standards as set forth in section
22 284.3.

23 4. Leadership role assignment. An assignment to a
24 teacher leadership role pursuant to this chapter shall
25 be subject to review by the school's or the school
26 district's administration at least annually. The
27 review shall include peer feedback on the effectiveness
28 of the teacher's performance of duty specific to the
29 teacher's leadership role. A teacher who completes
30 the time period of assignment in a teacher leadership
31 role may apply to the school's or the school district's
32 administration for assignment in a new role if
33 appropriate or for reassignment.

34 5. Status quo. A teacher employed in a school
35 district shall not receive less compensation in that
36 district than the teacher received in the school year
37 preceding participation, as set forth in section 284.4,
38 due to implementation of a state model or comparable
39 system approved pursuant to this section. A teacher
40 who achieves national board for professional teaching
41 standards certification and meets the requirements of
42 section 256.44 shall continue to receive the award
43 as specified in section 256.44 in addition to the
44 compensation set forth in this chapter.

45 6. Early implementation. Prior to July 1, 2016, a
46 school district may apply to the commission on educator
47 leadership and compensation for early implementation
48 of a state model set forth in section 284.16, 284.17,
49 or 284.18, or a comparable system set forth in section
50 284.19.

1 7. Implementation. On or after July 1, 2016, each
2 school district shall implement a state model set forth
3 in section 284.16, 284.17, or 284.18, or a comparable
4 system set forth in section 284.19 for which the school
5 district received approval pursuant to this section.
6 Compliance with this section shall be determined by
7 the accreditation team authorized pursuant to section
8 256.11. A school district shall not be required to
9 fully implement a state model or comparable system
10 pursuant to this section if implementation costs
11 exceed the state school foundation aid, including the
12 moneys received under section 257.10, subsections
13 9 and 12, the school district receives. However,
14 if a school district's implementation costs exceed
15 such state school foundation aid, the school district
16 shall implement as much of the approved state model or
17 comparable system as reasonably possible, and shall, at
18 a minimum, meet the minimum salary requirements for an
19 Iowa teacher as provided in section 284.17, subsection
20 1, paragraph "a".

21 8. Approval. The department shall establish
22 criteria and an application process for approval of the
23 implementation of a state model set forth in section
24 284.16, 284.17, or 284.18, or a comparable system set
25 forth in section 284.19, which a school district may
26 implement pursuant to subsection 6, or shall implement
27 in accordance with subsection 7.

28 9. Teachers emeritus. A school district is
29 encouraged to utilize appropriately licensed teachers
30 emeritus in the implementation of this section and
31 sections 284.16 through 284.19.

32 10. Attendance center applicability. A state model
33 or comparable system approved and implemented by a
34 school district in accordance with this section and
35 sections 284.16 through 284.19 shall be applicable to
36 teachers in every attendance center operated by the
37 school district.

38 11. Planning grants. Contingent on a specific
39 appropriation for these purposes, a school district
40 may apply to the commission on educator leadership
41 and compensation established pursuant to subsection
42 12 for a planning grant to design an implementation
43 strategy for a state model set forth in section 284.16,
44 284.17, or 284.18, or a comparable system set forth
45 in section 284.19. The planning grant shall be used
46 to facilitate a local decision-making process that
47 includes representation of administrators, teachers,
48 and parents and guardians of students. The department
49 shall establish and make available an application for
50 the awarding of planning grants for purposes of this

1 subsection.

2 12. Commission on educator leadership and
3 compensation. The department shall establish, and
4 provide staffing and administrative support for a
5 commission on educator leadership and compensation.
6 The commission shall monitor with fidelity the
7 implementation of the state models and comparable
8 systems by school districts approved pursuant to
9 this section. The commission shall evaluate the
10 applications submitted for approval pursuant to
11 this section and shall approve or disapprove such
12 applications. If the commission disapproves an
13 application, the commission shall specify the reasons
14 for disapproval. A school district that receives
15 approval to implement a state model or comparable
16 system under this section is eligible to receive funds
17 under section 257.10, subsection 12. An application
18 for implementation of a state model or comparable
19 system shall only be approved if the school district
20 receives state school foundation aid, including the
21 moneys received under section 257.10, subsections 9
22 and 12, in an amount that will cover the costs of the
23 state model or comparable system approved pursuant to
24 this section. In addition, the commission shall review
25 the use and effectiveness of the funds distributed
26 to school districts for supplemental assistance to
27 teachers in high-need schools under section 284.11.

28 a. The commission shall be comprised of the
29 following:

30 (1) Five teachers selected by the Iowa state
31 education association.

32 (2) Three administrators selected by the school
33 administrators of Iowa.

34 (3) Two school board members selected by the Iowa
35 association of school boards.

36 (4) Each president or president's designee of
37 the Iowa state education association, the school
38 administrators of Iowa, and the Iowa association of
39 school boards.

40 (5) The director or the director's designee.

41 b. Members shall be appointed to staggered
42 three-year terms which shall begin and end as provided
43 in section 69.19. Appointments shall comply with
44 sections 69.16, 69.16A, and 69.16C. Vacancies on the
45 commission shall be filled in the same manner as the
46 original appointment. A person appointed to fill a
47 vacancy shall serve only for the unexpired portion
48 of the term. Members are entitled to reimbursement
49 of actual expenses incurred in performance of their
50 official duties.

1 c. By December 15 annually, the commission shall
2 submit its findings and any recommendations, including
3 but not limited to any recommendations for changes
4 relating to this section and sections 284.16 through
5 284.19, and for changes to section 284.11 relating to
6 state supplemental assistance to teachers in high-need
7 schools, in a report to the director, the state board,
8 the governor, and the general assembly.

9 13. Teacher leadership supplement foundation

10 aid. a. Teacher leadership supplement foundation
11 aid calculated under section 257.10, subsection 12,
12 shall be paid as part of the state aid payments made to
13 school districts in accordance with section 257.16.

14 b. Notwithstanding section 284.3A, teacher
15 leadership supplement foundation aid shall not be
16 combined with regular wages to create a combined
17 salary.

18 c. The teacher leadership supplement district cost
19 as calculated under section 257.10, subsection 12, is
20 not subject to a uniform reduction in accordance with
21 section 8.31.

22 d. Except as otherwise provided by law for a fiscal
23 year, of the amount appropriated statewide for that
24 fiscal year for payment of the teacher leadership
25 supplement pursuant to section 257.10, subsection 12,
26 the department may use an amount not to exceed five
27 hundred thousand dollars to provide administration and
28 oversight of the state models and comparable systems
29 approved and implemented pursuant to this section and
30 section 284.16, 284.17, 284.18, or 284.19; and to fund
31 up to two full-time equivalent positions which shall be
32 in addition to the number of positions authorized for
33 the fiscal year.

34 Sec. _____. NEW SECTION. 284.16 Teacher leadership
35 framework model.

36 1. Teacher leadership framework model –
37 purposes. To promote continuous improvement in Iowa's
38 quality teaching workforce and to give Iowa teachers
39 the opportunity for career recognition that reflects
40 the various roles teachers play as educational leaders,
41 a teacher leadership framework model is established
42 for teachers employed by school districts. A teacher
43 employed by an area education agency may be included in
44 a framework model established by a school district if
45 the area education agency and the school district enter
46 into a contract for such purpose. The framework model
47 is designed to accomplish the following goals:

48 a. To attract able and promising new teachers by
49 offering competitive starting salaries and offering
50 short-term and long-term professional development and

1 leadership opportunities.
2 b. To retain effective teachers by providing
3 enhanced career opportunities.
4 c. To promote collaboration by developing and
5 supporting opportunities for teachers in schools and
6 school districts statewide to learn from each other.
7 d. To reward professional growth and effective
8 teaching by providing for career opportunities that
9 come with increased leadership responsibilities and
10 involve increased compensation.
11 e. To improve student achievement by strengthening
12 instruction.
13 2. Model requirements. The teacher leadership
14 framework model requirements shall be as follows:
15 a. Initial teacher.
16 (1) The salary for an initial teacher who has
17 successfully completed an approved practitioner
18 preparation program as defined in section 272.1 or
19 holds an initial or intern teacher license issued
20 under chapter 272, and who participates in the initial
21 teacher mentoring and induction program as provided in
22 this chapter, shall be at least thirty-five thousand
23 dollars, which shall also constitute the minimum salary
24 for an Iowa teacher.
25 (2) An initial teacher shall complete a teacher
26 residency during the first year of employment that has
27 all of the following characteristics:
28 (a) Mentoring by a mentor teacher or lead teacher.
29 (b) Sufficient collaboration time for the initial
30 teacher in the residency year to be able to observe and
31 learn from more experienced teachers, mentor teachers,
32 and lead teachers employed by school districts located
33 in this state.
34 (c) A teaching load of not more than seventy-five
35 percent student instruction to allow the initial
36 teacher time for observation and learning.
37 (d) A teaching contract issued under section
38 279.13 that establishes an employment period which
39 is five days longer than that required for career
40 teachers employed by the school district of employment.
41 The five additional contract days shall be used to
42 strengthen instructional leadership in accordance with
43 this section.
44 (e) Frequent observation, evaluation, and
45 professional development opportunities.
46 b. Career teacher. A career teacher is a teacher
47 who meets the requirements of section 284.17,
48 subsection 1, paragraph "b", subparagraph (1).
49 Beginning July 1, 2014, the minimum salary for a
50 first-year career teacher shall be thirty-seven

1 thousand dollars.

2 c. Model teacher. A model teacher is a teacher
3 who meets the requirements of paragraph "b", has met
4 the requirements established by the school district
5 that employs the teacher, is evaluated by the school
6 district as demonstrating the competencies of a model
7 teacher, has participated in a rigorous review process,
8 and has been recommended for a one-year assignment
9 as a model teacher by a site-based or district-based
10 review council appointed pursuant to section 284.15,
11 subsection 3. A school district shall set as a
12 goal the designation of at least ten percent of
13 its teachers as model teachers, though the district
14 may enter into an agreement with one or more other
15 districts or an area education agency to meet this
16 goal through a collaborative arrangement. The terms
17 of the teaching contracts issued under section 279.13
18 to model teachers shall exceed by five days the terms
19 of teaching contracts issued under section 279.13 to
20 career teachers, and the five additional contract days
21 shall be used to strengthen instructional leadership in
22 accordance with this section. A model teacher shall
23 receive annually a salary supplement of at least two
24 thousand dollars.

25 d. Mentor teacher. A mentor teacher is a
26 teacher who is evaluated by the school district as
27 demonstrating the competencies and superior teaching
28 skills of a mentor teacher, and has been recommended
29 for a one-year assignment as a mentor teacher by a
30 site-based or district-based review council appointed
31 pursuant to section 284.15, subsection 3. In addition,
32 a mentor teacher shall hold a valid license issued
33 under chapter 272, participate in teacher professional
34 development as outlined in this chapter, demonstrate
35 continuous improvement in teaching, and possess the
36 skills and qualifications to assume leadership roles.
37 A mentor teacher shall have a teaching load of not
38 more than seventy-five percent student instruction to
39 allow the teacher to mentor other teachers. A school
40 district shall set as a goal the designation of at
41 least ten percent of its teachers as mentor teachers,
42 though the district may enter into an agreement with
43 one or more other districts or an area education
44 agency to meet this goal through a collaborative
45 arrangement. The terms of the teaching contracts
46 issued under section 279.13 to mentor teachers shall
47 exceed by ten days the terms of teaching contracts
48 issued under section 279.13 to career teachers, and
49 the ten additional contract days shall be used to
50 strengthen instructional leadership in accordance with

1 this section. A mentor teacher shall receive annually
2 a salary supplement of at least five thousand dollars.
3 e. Lead teacher. A lead teacher is a teacher
4 who holds a valid license issued under chapter 272
5 and has been recommended for a one-year assignment
6 as a lead teacher by a site-based or district-based
7 review council appointed pursuant to section 284.15,
8 subsection 3. The recommendation from the council must
9 assert that the teacher possesses superior teaching
10 skills and the ability to lead adult learners. A lead
11 teacher shall assume leadership roles that may include
12 but are not limited to the planning and delivery of
13 professional development activities designed to improve
14 instructional strategies; the facilitation of an
15 instructional leadership team within the lead teacher's
16 building, school district, or other school districts;
17 the mentoring of other teachers; and participation in
18 the evaluation of student teachers. A lead teacher
19 shall have a teaching load of not more than fifty
20 percent student instruction to allow the lead teacher
21 to spend time on co-teaching; co-planning; peer
22 reviews; observing career teachers, model teachers,
23 and mentor teachers; and other duties mutually agreed
24 upon by the superintendent and the lead teacher. A
25 school district shall set as a goal the designation of
26 at least five percent of its teachers as lead teachers,
27 though the district may enter into an agreement with
28 one or more other districts or an area education
29 agency to meet this goal through a collaborative
30 arrangement. The terms of the teaching contracts
31 issued under section 279.13 to lead teachers shall
32 exceed by fifteen days the terms of teaching contracts
33 issued under section 279.13 to career teachers, and
34 the fifteen additional contract days shall be used to
35 strengthen instructional leadership in accordance with
36 this section. A lead teacher shall receive annually a
37 salary supplement of at least ten thousand dollars.

38 3. Requirements for implementation and receipt
39 of teacher leadership supplement funds. Except as
40 otherwise provided in section 284.15, a school district
41 shall meet the requirements of section 284.15 in order
42 to implement a teacher leadership framework model
43 pursuant to this section and to be eligible to receive
44 funds under section 257.10, subsection 12.

45 Sec. ____ NEW SECTION. 284.17 Iowa teacher career
46 path model.

47 1. Iowa teacher career path model. To promote
48 continuous improvement in Iowa's quality teaching
49 workforce and to give Iowa teachers the opportunity
50 for career recognition that reflects the various roles

1 teachers play as educational leaders, an Iowa teacher
2 career path model is established for teachers employed
3 by school districts. The Iowa teacher career path
4 model requirements and the model's salary minimums are
5 as follows:

6 a. Beginning teacher.

7 (1) A beginning teacher is a teacher who meets the
8 following requirements:

9 (a) Has successfully completed an approved
10 practitioner preparation program as defined in section
11 272.1 or holds an intern teacher license issued under
12 chapter 272.

13 (b) Holds an initial or intern teacher license
14 issued under chapter 272.

15 (c) Participates in the beginning teacher mentoring
16 and induction program as provided in this chapter.

17 (2) Beginning July 1, 2014, the minimum salary
18 for a beginning teacher shall be thirty-five thousand
19 dollars.

20 b. Career teacher.

21 (1) A career teacher is a teacher who holds a
22 statement of professional recognition issued under
23 chapter 272 or who meets the following requirements:

24 (a) Has successfully completed the beginning
25 teacher mentoring and induction program and has
26 successfully completed a comprehensive evaluation.

27 (b) Is reviewed by the school district as
28 demonstrating the competencies of a career teacher.

29 (c) Holds a valid license issued under chapter 272.

30 (d) Participates in teacher professional
31 development as set forth in this chapter and
32 demonstrates continuous improvement in teaching.

33 (2) Beginning July 1, 2014, the minimum salary
34 for a first-year career teacher shall be thirty-seven
35 thousand dollars.

36 c. Career II teacher.

37 (1) A career II teacher is a teacher who meets the
38 requirements of paragraph "b", has met the requirements
39 established by the school district that employs the
40 teacher, and is evaluated by the school district
41 as demonstrating the competencies of a career II
42 teacher. The teacher shall have successfully completed
43 a performance review in order to be classified as a
44 career II teacher. Beginning July 1, 2014, the minimum
45 salary for a first-year career II teacher shall be
46 forty-two thousand dollars.

47 (2) The contract term for a career II teacher
48 shall exceed the contract term issued to a career
49 teacher under section 279.13 by an additional five
50 days. Approximately twenty-five percent of the career

1 II teacher's total contract time shall be spent on
2 noninstructional duties, which may include but not be
3 limited to time spent mentoring beginning and career
4 teachers and supervising student teachers who are
5 participating in a field experience pursuant to section
6 272.25. Allocation of the career II teacher's time
7 shall be mutually agreed to by the teacher and the
8 school district.

9 (3) As an alternative to the twenty-five percent
10 noninstructional time requirement of subparagraph
11 (2), a career II teacher may spend at least five
12 hours per week as a peer coach. Compensation for peer
13 coaching duties shall be computed using the career
14 II teacher's hourly rate of compensation for the
15 additional duties, which shall be performed during
16 normal, noninstructional contract time. For purposes
17 of this subparagraph, "peer coaching" means additional
18 guidance in one or more aspects of the teaching
19 profession provided to a teacher. Assignment as a
20 peer coach shall be based on either a request from a
21 principal or from an individual teacher upon approval
22 of a principal. Peer coaching shall include detailed
23 preliminary discussions as to areas in which the
24 teacher being coached desires to improve; formulation
25 of an action plan to bring about such improvement;
26 in-class supervision by the peer coach; postclass
27 discussion of strengths, weaknesses, and strategies
28 for improvement; and dialogue between the peer coach
29 and students and school officials regarding the
30 teacher being coached. A peer coach shall coordinate
31 peer coaching activities relating to training and
32 professional development with an area education agency
33 where appropriate.

34 d. Advanced teacher.

35 (1) An advanced teacher is a teacher who meets the
36 following requirements:

37 (a) Receives the recommendation of the review panel
38 that the teacher possesses superior teaching skills and
39 that the teacher should be classified as an advanced
40 teacher.

41 (b) Holds a valid license issued under chapter 272.

42 (c) Participates in teacher professional
43 development as outlined in this chapter and
44 demonstrates continuous improvement in teaching.

45 (d) Possesses the skills and qualifications to
46 assume leadership roles.

47 (2) Beginning July 1, 2014, the minimum salary
48 for a first-year advanced teacher shall be fifty
49 thousand five hundred dollars. In conjunction with the
50 development of the review panel pursuant to section

1 284.9, the department shall make recommendations to
2 the general assembly by January 1, 2015, regarding
3 the appropriate district-to-district recognition for
4 advanced teachers and methods that facilitate the
5 transition of a teacher to the advanced level.

6 (3) The contract term for an advanced teacher shall
7 exceed the contract term issued to a career teacher
8 under section 279.13 by an additional ten days. The
9 goal of the contract shall be that at least fifty
10 percent of the advanced teacher's total contract time
11 be spent on noninstructional duties, which may include
12 but not be limited to time spent mentoring beginning
13 and career teachers and supervising student teachers
14 who are participating in a field experience pursuant to
15 section 272.25; developing, planning, and organizing
16 professional development; organizing peer review
17 groups; and selecting course materials. Allocation of
18 the advanced teacher's time shall be mutually agreed to
19 by the teacher and the school district.

20 (4) An advanced teacher may engage in peer
21 coaching under the conditions specified in paragraph
22 "c", subparagraph (3), and if so, compensation for
23 peer coaching duties shall be computed using the
24 advanced teacher's hourly rate of compensation for the
25 additional duties, which shall be performed during
26 normal noninstructional contract time.

27 2. Staffing goals. Each school district approved
28 under section 284.15 to implement the model in
29 accordance with this section shall meet the following
30 staffing requirements:

31 a. Employ at least one career II teacher in each
32 elementary school.

33 b. Employ at least one advanced teacher for every
34 three career II teachers employed.

35 c. Employ at least one career II teacher for each
36 of the following subject areas taught in secondary
37 school: English, mathematics, science, and social
38 studies.

39 3. Promotions. A teacher shall be promoted one
40 level at a time and a teacher promoted to the next
41 career level shall remain at that level for at least
42 one year before requesting promotion to the next career
43 level.

44 4. Requirements for implementation and receipt
45 of teacher leadership supplement funds. Except as
46 otherwise provided in section 284.15, a school district
47 shall meet the requirements of section 284.15 in order
48 to implement an Iowa teacher career path model pursuant
49 to this section and to be eligible to receive funds
50 under section 257.10, subsection 12.

1 Sec. ____ . NEW SECTION. 284.18 Instructional coach
2 model.
3 1. Instructional coach model. The instructional
4 coach and curriculum and professional development
5 leader model shall include, at a minimum, the following
6 components:
7 a. Beginning and career teacher levels. The
8 beginning teacher and career teacher levels and minimum
9 salaries specified in section 284.17, subsection 1,
10 paragraphs "a" and "b", and the residency requirement
11 for a first-year beginning teacher that shall be the
12 same as set forth for an initial teacher in section
13 284.16, subsection 2, paragraph "a", subparagraph (2).
14 b. Instructional coach level. An instructional
15 coach shall, at a minimum, meet the requirements
16 specified for a career teacher in section 284.17,
17 subsection 1, paragraph "b", and engage full-time
18 in instructional coaching. For purposes of this
19 paragraph, "instructional coaching" means additional
20 guidance in one or more aspects of the teaching
21 profession provided to teachers. Assignment as an
22 instructional coach shall be based on either a request
23 from a principal or from an individual teacher upon
24 approval of a principal. Instructional coaching
25 shall include detailed preliminary discussions as
26 to areas in which the teacher being coached desires
27 to improve; formulation of an action plan to bring
28 about such improvement; in-class supervision by the
29 instructional coach; postclass discussion of strengths,
30 weaknesses, and strategies for improvement; and
31 dialogue between the instructional coach and students
32 and school officials regarding the teacher being
33 coached. An instructional coach shall coordinate
34 instructional coaching activities relating to training
35 and professional development with an area education
36 agency where appropriate. An instructional coach shall
37 receive a stipend of not less than five thousand nor
38 more than seven thousand dollars annually in addition
39 to the teacher's salary as a career teacher. A school
40 district approved to implement the instructional coach
41 model pursuant to section 284.15 shall employ one
42 instructional coach at each attendance center or at
43 least one instructional coach for every five hundred
44 students enrolled in an attendance center, whichever
45 number is greater.
46 c. A curriculum and professional development leader
47 level. A curriculum and professional development
48 leader shall, at a minimum, meet the requirements
49 specified for a model teacher in section 284.16,
50 subsection 2, paragraph "c", and shall receive

1 additional training during the summer at the expense of
2 the school district. While receiving training pursuant
3 to this paragraph "c", the teacher shall be paid an
4 additional salary amount for time beyond the school
5 district's normal teaching contract. The contract
6 term for a curriculum and professional development
7 leader shall exceed the contract term issued to a model
8 teacher under section 279.13 by an additional fifteen
9 days, and the curriculum and professional development
10 leader shall receive a stipend of not less than ten
11 thousand nor more than twelve thousand dollars annually
12 in addition to the teacher's salary as a model teacher.
13 A curriculum and professional development leader shall
14 do the following:

15 (1) Provide and demonstrate teaching on an ongoing
16 basis.

17 (2) Routinely work strategically with teachers in
18 planning, monitoring, reviewing, and implementing best
19 instructional practices.

20 (3) Daily observe and coach teachers in effective
21 instructional practices.

22 (4) Plan, facilitate, and routinely schedule
23 literacy team meetings, professional study groups,
24 and staff development sessions in best instructional
25 practices.

26 (5) Routinely use sustained coaching cycles to
27 support teacher growth and reflective practices.

28 (6) Work with and train classroom teachers to
29 provide interventions aligned by subject area.

30 (7) If assigned by the district, work in a new
31 model classroom, or provide daily support to existing
32 model classroom teachers' implementation efforts.

33 (8) Assist the building principal in developing and
34 implementing a professional development plan.

35 (9) Meet weekly with the building principal and the
36 building's guidance counselors.

37 (10) Support instruction and learning through the
38 use of technology.

39 (11) Actively participate in collaborative problem
40 solving and reflective practices which include but
41 are not limited to professional study groups, peer
42 observations, grade level planning, and weekly team
43 meetings.

44 2. Requirements for implementation and receipt
45 of teacher leadership supplement funds. Except as
46 otherwise provided in section 284.15, a school district
47 shall meet the requirements of section 284.15 in order
48 to implement an instructional coach model pursuant to
49 this section and to be eligible to receive funds under
50 section 257.10, subsection 12.

1 Sec. _____. NEW SECTION. 284.19 Comparable system
2 criteria.
3 1. Minimum requirements for comparable systems. Any
4 Iowa teacher career path, leadership role, and
5 compensation model or comparable system approved
6 pursuant to section 284.15 and this section shall
7 include, at a minimum, the following components:
8 a. A minimum salary and a residency as provided in
9 section 284.16, subsection 2, paragraph "a".
10 b. Additional levels of compensation for
11 differentiated teacher roles, which shall not be less
12 than the per diem rate established for regular teaching
13 duties at the specified level prior to implementation
14 of the comparable system.
15 c. Multiple, differentiated teacher leadership
16 roles beyond the beginning or initial teacher and
17 career teacher levels, with a goal of making such
18 levels available to at least twenty-five percent of the
19 teacher workforce. Compensation at the differentiated
20 levels shall be commensurate with the additional
21 responsibilities of teachers who accept leadership
22 roles.
23 d. A rigorous selection process that involves
24 teachers in determining placement in, and retention
25 of, teacher leadership positions. The process shall
26 include the following components:
27 (1) Site-based selection committees for districts
28 with certified enrollments of six hundred or more
29 students, or district-based selection committees for
30 districts with certified enrollments of less than six
31 hundred students.
32 (2) A requirement that a teacher chosen for a
33 leadership role have not less than three years of
34 experience in the school district.
35 (3) Exclusion of a teacher in a leadership role
36 from supervisory duties.
37 (4) A requirement that teacher leaders be
38 responsible for modeling best instructional practice,
39 mentoring initial teachers, acting as liaisons with
40 families, and helping colleagues prepare for peer group
41 reviews and evaluations conducted pursuant to section
42 284.8. Teacher leaders shall not be responsible for
43 purely administrative duties.
44 (5) Authorization for teacher leaders to
45 participate in a peer group review under section 284.8.
46 e. A professional development system facilitated
47 by teachers and aligned with the Iowa professional
48 development model adopted by the state board.
49 f. Hiring permanent professional staff, including
50 but not limited to retired teachers, at competitive

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1 rates, in order for an attendance center or school
2 district to give teacher leaders time to focus on
3 leadership duties.

4 2. Requirements for implementation and receipt
5 of teacher leadership supplement funds. Except as
6 otherwise provided in section 284.15, a school district
7 shall meet the requirements of section 284.15 in order
8 to implement a comparable system pursuant to this
9 section and to be eligible to receive funds under
10 section 257.10, subsection 12.>

11 11. Page 38, line 14, by striking <2018> and
12 inserting <2019>

13 12. By renumbering as necessary.

By HERMAN C. QUIRMBACH

S-3066 FILED MARCH 25, 2013

HOUSE FILE 397

S-3060

1 Amend House File 397, as passed by the House, as
2 follows:

3 1. Page 1, by striking lines 3 and 4 and inserting:
4 <Sec. _____. Section 15.106B, subsection 4, paragraph
5 c, Code 2013, is amended to read as follows:

6 c. The authority shall not enter into a contract
7 for services, including a contract executed pursuant
8 to subsection 2, paragraph "d", that exceeds ~~two~~ three
9 years in duration.>

10 2. By renumbering as necessary.

By WILLIAM A. DOTZLER

S-3060 FILED MARCH 25, 2013

ADOPTED



SF 296 – Medicaid Expansion (LSB 1441XS)

Analyst: Jess Benson (Phone: (515) 281-4611) (jess.benson@legis.iowa.gov)

Fiscal Note Version – New

Description

Senate File 296 amends Iowa Code sections relating to medical homes to promote an integrated health care delivery model. A medical home means a team approach to providing health care that originates in a primary care setting. This Bill requires the Department of Human Services (DHS) to collaborate with the Department of Public Health (DPH) in administering medical homes under the Medicaid Program. In addition, this Bill requires the DPH to establish requirements for the medical home system to provide linkages to accessible dental homes for adults and older individuals. Significant provisions of this Bill include:

- Amends Iowa Code sections requiring the DPH, in collaboration with the DHS, to implement medical homes to the greatest extent possible by January 1, 2015, for Medicaid eligible children, and adults eligible for both Medicare and Medicaid. The DPH is required to work with the DHS to develop a reimbursement methodology to compensate providers under the Medicaid Program participating in the medical home.
- Expands Medicaid as provided for by the federal Affordable Care Act (ACA) for adults with income up to 138.0% of the federal poverty level (FPL). In addition, this Bill expands Medicaid to foster care children up to age 26 as required under the ACA. Both groups will receive coverage under the current Medicaid benefits package with coverage beginning January 1, 2014.
- Extends the repeal of IowaCare from October 31, 2013, to December 31, 2013, when the federal waiver expires and requires the DHS to prepare a transition plan for IowaCare members to the health benefits exchange or the Medicaid Program.
- Directs the Legislative Council to establish a legislative advisory council to guide the development of the design model and implementation plan for the State innovation model grant awarded to the DHS by the Centers for Medicare and Medicaid Services of the United States Department of Health and Human Services to develop an integrated care model including the Medicaid population. The Advisory Council is to provide oversight throughout the process, receive periodic progress reports, approve any integrated care model and implementation strategies, and prepare proposed legislation to implement the model and strategies prior to submission of the proposed legislation to the General Assembly in 2014. The Bill also establishes a Legislative Commission for the 2013 interim to review and make recommendations regarding provision of care through integrated delivery models in the State. The Legislative Commission is directed to submit a final report to the Governor and the General Assembly by December 15, 2013.
- Directs the DHS to amend the Medicaid State Plan to reflect the provisions in this Bill relating to medical homes, the coverage of adults with income up to 138.0% of the FPL, and coverage of new adults group under Medicaid.

Summary of Fiscal Impact

The fiscal impact of SF 296 is summarized in the two tables below. For the fiscal impact by major provision and the assumptions used in those estimates, please see the following pages.

Overall Fiscal Impact for FY 2014 and FY 2015 to the State General Fund

Provision	FY 2014	FY 2015
Implement Integrated Care Delivery Model		
DPH Expand the I-Smile Program to Adults Statewide	\$ 2,082,296	\$ 3,038,368
DHS Implementation Cost of Medical Home	250,000	250,000
Implement Integrated Care Delivery Model Subtotal	\$ 2,332,296	\$ 3,288,368
Medicaid Expansion to 138.0% of the Federal Poverty Level		
New Enrollees	\$ 0	\$ 0
IowaCare Transition	(4,900,000)	(10,300,000)
Medicaid Expansion to 138.0% of the Federal Poverty Level Subtotal	\$ (4,900,000)	\$ (10,300,000)
Other Affordable Care Act Provisions and Administration		
Primary Care Physician Increase	\$ 0	\$ 2,300,000
Foster Care Expansion to Age 26	700,000	1,600,000
Administration	3,293,405	7,871,968
Other Affordable Care Act Provisions and Administration Subtotal	\$ 3,993,405	\$ 11,771,968
GRAND TOTAL	\$ 1,425,701	\$ 4,760,336

Additional County Impact: It is estimated that counties could save between \$55.0 and \$60.0 million annually by covering individuals under Medicaid Expansion that are receiving mental health treatment and have no health insurance. Counties currently levy \$122.2 million to fund mental health services. This change could also save the State from supplementing county mental health expenditures in the future. The Mental Health and Disability Services Interim Committee recommended an additional \$29.8 million to supplement the county mental health system for FY 2014.

Federal Impact: It is estimated that expanding Medicaid and transitioning individuals from the IowaCare Program will cost the federal Government an additional \$181.2 million in FY 2014 and \$576.7 million in FY 2015. Additional out-year federal impacts are available in the report prepared by [Milliman, Incorporated](#).

Out-Year Impact of Medicaid Expansion, Other Provisions and Administration: The chart below details the fiscal impact to the State of Medicaid Expansion from FY 2014 – FY 2020. It represents the midpoint of the low scenario and moderate scenario as estimated by Milliman, Inc. Additional assumptions are listed below.

Provision	Increase/(Decrease) Over Baseline State Spending (in millions)							
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	All Years
Newly Eligible								
New Enrollees	\$0.0	\$0.0	\$0.0	\$16.3	\$37.7	\$47.0	\$64.7	\$165.6
IowaCare Transition	(4.9)	(10.3)	(10.9)	(3.7)	6.0	9.7	17.3	3.2
Newly Eligible Subtotal	(4.9)	(10.3)	(10.9)	12.7	43.7	56.6	82.0	168.8
Other Provisions/Administration								
CHIP Enhanced FMAP	0.0	0.0	(23.5)	(32.9)	(34.5)	(36.3)	(9.6)	(136.6)
Reduction in State DSH Share	0.0	0.0	0.0	0.0	0.0	(0.7)	(0.3)	(0.9)
Primary Care Physician Increase	0.0	2.3	5.1	5.6	6.1	6.4	7.0	32.4
Foster Care Expansion to Age 26	0.7	1.6	1.7	1.8	1.9	2.0	2.1	11.6
Administration	3.3	7.9	15.1	15.9	16.6	17.6	18.4	94.6
Other Provisions/Admin Subtotal	4.0	11.7	(1.7)	(9.7)	(10.0)	(11.0)	17.7	1.0
GRAND TOTAL	(0.9)	\$1.4	(12.5)	\$3.0	\$33.7	\$45.6	\$99.6	\$169.9

Fiscal Impact by Major Provision

Implementing an Integrated Care Delivery Model

Assumptions

The DPH will use their current I-Smile Program model to expand to adults and older individuals, including:

- \$1.6 million for six local public health regional contracts. Each contract will consist of three Registered Dental Hygienist (RDH) coordinators and two support staff per region.
- \$318,696 for four additional FTE positions to manage the Program including, one Executive Officer 2 (EO2) position; two Community Health Consultants; and one Program Planner 2. It is assumed the three positions other than the EO2 would begin October 1, 2013.
- Funding of \$200,000 in FY 2014 to develop a database to track older individuals and \$75,000 in FY 2015 for continued software licensing and maintenance.

The DHS will need an additional \$250,000 in FY 2014 and FY 2015 to facilitate transition of providers to a medical home model including funding for education, clinical workflow improvement, and evidence-based practices to improve outcomes.

Fiscal Impact of Implementing an Integrated Care Delivery Model

Provision	FY 2014	FY 2015
Department of Public Health		
Local Contract Costs	\$ 1,563,600	\$ 2,606,000
DPH Staff and Support Costs	318,696	382,368
Database Costs	200,000	50,000
Total Department of Public Health	\$ 2,082,296	\$ 3,038,368
Department of Human Services		
DHS Implementation Cost of Medical Home	\$ 250,000	\$ 250,000
Grand Total	\$ 2,332,296	\$ 3,288,368

Medicaid Expansion to 138.0% of the Federal Poverty Level and Other Affordable Care Act Provisions and Administration

Assumptions

The DHS contracted with the actuarial firm, Milliman, Inc., to provide cost estimates for Medicaid Expansion. Milliman has developed a model and provided estimates for Iowa and a number of other states relating to Medicaid Expansion. All assumptions and fiscal impacts related to Medicaid Expansion in this estimate are taken from the [Milliman report](#) provided to the DHS on December 13, 2012, except when noted below. This estimate assumes the midpoint of the low and the moderate scenario from the report.

Federal FMAP rates for the Medicaid Expansion population begin at 100.0% for calendar years (CY) 2014 through 2016, and are reduced to 95.0% in CY 2017, 94.0% in CY 2018, 93.0% in CY 2019, and 90.0% in CY 2020 and beyond.

This Bill does not eliminate any of the optional coverage groups as assumed in the Milliman report. The fiscal impact below assumes the State will continue to provide coverage under Medicaid to these groups instead of moving them to the insurance exchange.

The DHS provided a revised estimate for administrative costs for FY 2014 and FY 2015 and these estimates are used in place of the Milliman estimates. The estimates are different because the administrative costs presented in the fiscal note do not reflect the woodwork effect (unexpected enrollment increases) and the Milliman report does. Assumptions include:

- FY 2014: An estimated 33,267 additional people will receive Medicaid benefits in FY 2014. This will result in the need for 56 additional staff (33,267 cases/772 cases per worker = 43 Income Maintenance (IM) 2s, 4 IM Supervisors, 9 Typist Advanced).
- FY 2015: An estimated 66,533 additional people will receive Medicaid benefits in FY 2015. This will result in the need for 110 additional staff (66,533 cases/772 cases per worker = 86 IM2s, 7 IM Supervisors, 17 Typist Advanced). Also included in FY 2015 is the cost of the staff added in FY 2014 to cover the cases opened in FY 2014 (56 staff outlined in the first bullet).
- Startup costs including equipment and computers for staff of \$2,100 per person.
- There will be additional State costs of \$1.0 million in FY 2014 and \$1.5 million in FY 2015 for the Iowa Medicaid Enterprise to expand third party contracts to account for additional enrollment. Administration of the Medicaid Program is provided through nine different third party contracts.
- Although Medicaid Expansion benefits will not go into effect until January 1, 2014, sign-up for the program will begin October 1, 2013.
- The DHS General Administration will require one Compliance Officer 2 and one Clerk Specialist to process appeals for the newly eligible Medicaid population. It is assumed that the staff will be hired October 1, 2013.

Fiscal Impact of Medicaid Expansion, Other Provisions, and Administration

Medicaid Expansion to 138.0% of the Federal Poverty Level		
New Enrollees	\$ 0	\$ 0
IowaCare Transition	(4,900,000)	(10,300,000)
Medicaid Expansion to 138.0% of the Federal Poverty Level Subtotal	\$ (4,900,000)	\$ (10,300,000)
Other Affordable Care Act Provisions and Administration		
Primary Care Physician Increase	\$ 0	\$ 2,300,000
Foster Care Expansion to Age 26	700,000	1,600,000
Administration	3,293,405	7,871,968
Other Affordable Care Act Provisions and Administration Subtotal	\$ 3,993,405	\$ 11,771,968
GRAND TOTAL	\$ (906,595)	\$ 1,471,968

Sources

Department of Human Services
Department of Public Health
Milliman, Inc.

/s/ Holly M. Lyons

March 25, 2013

The fiscal note for this bill was prepared pursuant to [Joint Rule 17](#) and the Iowa Code. Data used in developing this fiscal note is available from the Fiscal Services Division of the Legislative Services Agency upon request.

Fiscal Note

Fiscal Services Division



SF 406 – Mental Health, Judicial Workgroup Recommendations (LSB 1064SV)
Analyst: Jess Benson (Phone: (515) 281-4611) (jess.benson@legis.iowa.gov)
Fiscal Note Version – New

Description

Senate File 406 establishes an Office of Mental Health Advocate in the Department of Human Rights (DHR) and specifies duties for the administrator of the office. A transition provision directs the DHR to commence organizational activities during FY 2013-2014 as necessary to fully implement the new departmental office and all of this Bill's provisions on July 1, 2014.

This Bill requires the Clerk of the District Court or the clerk's designee to inform the interested person that intends to file an application for involuntary commitment about the option of requesting a preapplication screening assessment through a preapplication screening assessment program, if available.

This Bill also combines the application for involuntary commitment with treatment of persons with a substance-related disorder under the Iowa Code so an individual can fill out one application for an [Iowa Code chapter 125](#) or [229](#) commitment.

Further, this Bill requires the Department of Human Services to conduct a study regarding the possible development of a hospital bed tracking system in order to most efficiently and effectively serve the needs of persons suffering from mental illness. The department is required to submit a report of the study and make recommendations to the Governor and the General Assembly by December 16, 2013.

Background

According to information provided by the Eighth District Court Administrators, there are approximately 41 mental health patient advocates working both full and part-time and many serve more than one county. Salaries and benefit packages vary greatly, with most salaries ranging from \$15-\$20 per hour.

Assumptions

- In FY 2014, there will be one office administrator FTE and one administrative assistant hired for the Office of Mental Health Advocate.
- In FY 2015, the DHR will hire 30 social workers or equivalent positions to serve as Mental Health Advocates and one additional supervisor to supervise the social workers and assist with training and other duties of the office.
- There will be some one-time office startup costs the first year and ongoing expenses for office space and other administrative costs.
- The benefits packages and employment history are unknown for the current mental health advocates so the savings to the counties and the additional cost to the state to fund accrued

vacation, accrued sick leave, or benefits related to longevity of service cannot be estimated at this time.

Fiscal Impact

Senate File 406 is estimated to cost the state \$223,000 in FY 2014 and \$2.1 million in FY 2015. There will likely be additional costs related to vacation, accrued sick leave, or benefits related to longevity of service as current mental health advocates are transitioned to State employees but without additional information those costs cannot be estimated. Cost details are listed in the chart below:

Position	FTE's	FY 2014
Office Administrator	1	\$ 98,175
Administrative Assistant	1	49,452
Start-up Cost/Admin Costs		75,000
		\$ 222,627
Position		FY 2015
Office Administrator	1	\$ 98,175
Administrative Assistant	1	49,452
Social Worker Supervisor	1	68,821
Social Worker	30	1,658,250
Office/Admin Costs		200,000
		\$ 2,074,698

Sources

Judicial Branch
Department of Inspections and Appeals
LSA Analysis

/s/ Holly M. Lyons

March 25, 2013

The fiscal note for this bill was prepared pursuant to [Joint Rule 17](#) and the Iowa Code. Data used in developing this fiscal note is available from the Fiscal Services Division of the Legislative Services Agency upon request.



SF 423 – Education Reform (LSB 2122XC)

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Fiscal Note Version – New

Description

Senate File 423 provides broad reforms to the Iowa public education system. These reforms are explained by Division in the following pages.

Total General Fund Impact

The estimated General Fund cost of SF 423 will be a minimum of approximately \$135.0 million in FY 2014, \$305.1 million in FY 2015, and \$190.5 million in FY 2016 and subsequent fiscal years. The Department of Education (DE) will require 10.0 FTE positions to administer the reform provisions in **SF 423**. The General Fund costs will be impacted by the following provisions that are contingent upon appropriations by the General Assembly:

- Teach Iowa Scholar Program (Div. III)
- High-Need School (Div. V)
- Iowa Reading Research Center (Div. VI)
- Competency-Based Education Grant Program (Div. VI)
- Economically Challenged Schools Grant Program (Div. VI)
- World Language Education Pilot Project (Div. VI)
- Competency-Based Education Task Force Recommendations (Div. VI)

The following table is the estimated fiscal impact of SF 423. The table notes the provisions that are contingent upon appropriations by the General Assembly and the estimated General Fund impacts.

General Fund Impact of SF 423						
Provision	Division	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Instructional Hours	I	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Online State Job Posting System	III	0	0	0	0	0
Teach Iowa Scholar Program	III	CUA	CUA	CUA	CUA	CUA
Teacher Leadership Framework - School Aid Provisions	V	CUA	190,500,000	190,500,000	190,500,000	190,500,000
High-Need School	V	CUA	CUA	CUA	CUA	CUA
Planning Grants	V	CUA	N.A.	N.A.	N.A.	N.A.
Iowa Reading Research Center	VI	CUA	CUA	CUA	CUA	CUA
Competency-Based Education Grant Program	VI	CUA	CUA	CUA	CUA	CUA
Economically Challenged Schools Grant Program	VI	CUA	CUA	CUA	CUA	CUA
World Language Education Pilot Project	VI	CUA	CUA	CUA	CUA	CUA
Statewide Voluntary Preschool Program Provisions	VI	0	0	0	0	0
BoEE Alternative Licensure Limitation	VI	0	0	0	0	0
Tobacco Prohibited on School Grounds	VI	0	0	0	0	0
Early Intervention/Class Size Reduction Program Sunset Repeal	VI	0	0	0	0	0
Competency-Based Education Task Force Recommendations	VI	CUA	0	0	0	0
School District Reporting Requirement Task Force	VI	50,000	0	0	0	0
School Year-Long Student Teach. Field Exp. Study	VI	25,000	0	0	0	0
Education Reform Provisions						
Total General Fund Impact of Education Reform Provisions:		<u>\$ 75,000</u>	<u>\$190,500,000</u>	<u>\$190,500,000</u>	<u>\$190,500,000</u>	<u>\$190,500,000</u>
School Aid Allowable Growth						
School Aid Allowable Growth rates	VII	134,900,000	114,600,000	0	0	0
Total General Fund Impact of SF 423:		<u>134,975,000</u>	<u>305,100,000</u>	<u>190,500,000</u>	<u>190,500,000</u>	<u>190,500,000</u>

CUA = Contingent upon an Appropriation by the General Assembly

The estimated fiscal impact to local school districts will be approximately \$690,000 in FY 2014, \$690,000 in FY 2015, \$1.94 million in FY 2016, \$2.69 million in FY 2017, and \$3.19 million in FY 2018. The following provisions are estimated to have a fiscal impact for school districts: Iowa Online Initiative – Fees (Div. II), and Teaching Strategies Gold Early Childhood Assessment (Div. VI). Peer Group Review of Teachers (Div. IV) may have a fiscal impact if a school district conducts peer reviews outside normal school hours, but the number of school districts that will choose this option is unknown.

The following table provides the estimated local district fiscal impact of SF 423.

Local District Impact of SF 423						
Iowa Online Initiative - Fees	II	0 ¹	0 ¹	1,250,000 ¹	2,000,000 ¹	2,500,000 ¹
Peer Group Review of Teachers	IV	Unknown	Unknown	Unknown	Unknown	Unknown
Teaching Strategies Gold Early Childhood Assessment	VI	690,000 ²	690,000 ²	690,000 ²	690,000 ²	690,000 ²
Total Local Impact:		<u>\$ 690,000</u>	<u>\$ 690,000</u>	<u>\$ 1,940,000</u>	<u>\$ 2,690,000</u>	<u>\$ 3,190,000</u>

¹ Local impact to school districts on the fees payable to the DE to administer the Iowa Online Initiative. Fees are estimated at \$250 per student.

² Local impact to school districts on the cost to assess the Gold Early Childhood Assessment.

The following table provides the estimated funding amounts (and FTE positions) needed by the DE to administer the Education Reform provisions in [SF 423](#). Certain provisions include money that may be distributed to local districts or required for support of various task forces. The estimated fiscal impacts associated with the Competency-Based Task Force provisions were based on the task force's [preliminary report](#) published January 15, 2013.

Costs for Department of Education to Administer Provisions if Implemented								
Provision	Division	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FTEs	
Online State Job Posting System	III	424,100	74,000	76,000	78,000	80,000	1.0	
Coaching and Support System for Teachers and Administrators	IV	74,100	74,000	76,000	78,000	80,000	1.0	
Peer Group Review Teacher Training	IV	74,100	74,000	76,000	78,000	80,000	1.0	
TLS - School Aid Provisions - Planning Grants	V	464,000	0	0	0	0	2.0	
High-Need School	V	CUA	CUA	CUA	CUA	CUA	0.0	
Iowa Reading Research Center	VI	CUA	CUA	CUA	CUA	CUA	0.0	
Competency-Based Education Grant Program	VI	174,100	174,000	176,000	178,000	180,000	1.0	
Economically Challenged Schools Grant Program	VI	74,100	74,000	76,000	78,000	80,000	1.0	
World Language Education Pilot Project	VI	823,200	172,000	0	0	0	2.0	
Competency-Based Education Task Force Recommendations	VI	399,100	0	0	0	0	1.0	
School District Reporting Requirement Task Force	VI	50,000	0	0	0	0	0.0	
School Year-Long Student Teach. Field Exp. Study	VI	25,000	0	0	0	0	0.0	
Total Impact/Funds going to the Department of Education (DE):		\$ 2,581,800	\$ 642,000	\$ 480,000	\$ 490,000	\$ 500,000	10.0	

Assumptions and Fiscal Impacts by Division

General assumptions used throughout this summary:

- The estimated cost per FTE position is \$72,000 per year for salary and benefits.
- The DE will incur a cost of \$2,100 per new FTE position for equipment and materials in the initial year of implementation.
- Salary levels are estimated to increase 2.0% annually.
- If the DE has an FTE position associated with administering the provision, the FTE position will be for the years the DE is receiving funding for the provision.

Division I – Instructional Hours

This Division replaces the requirement that schools provide at least 180 instructional days in a school year. The new provision requires accredited schools to provide at least 1,080 instructional hours during the school calendar in a school year.

Fiscal Impact:

Currently, there are 204 schools in 60 school districts that are below the minimum 1,080 instructional hour requirement (including time for parent-teacher conferences). There may be increased costs for those districts to meet the minimum hour requirement. However, any potential cost increases are currently unknown.

Division II – Iowa Learning Online Initiative – Fees

This division directs the DE, beginning July 1, 2016, to establish fees payable by school districts and accredited nonpublic schools that participate in the DE's Iowa Learning Online (ILO) Initiative.

Assumptions:

- Fees established by the DE are estimated to be \$250 per student.
- The DE estimates student enrollments in ILO courses will be 5,000 in FY 2016, 8,000 in FY 2017, and 10,000 in FY 2018.
- Based on historical enrollments, the Legislative Services Agency (LSA) estimates enrollments in ILO courses of 1,750 in FY 2016, 2,000 in FY 2017, and 2,200 in FY 2018.

Fiscal Impact:

No state fiscal impact.

Estimated Local Impact:

The estimated fiscal impact to school districts will depend on the number of enrolled students in ILO courses. The following table is the estimated statewide impact on school districts based on enrollment numbers estimated by DE:

DE Projection			
Estimated Statewide Fiscal Impact to School Districts			
	FY 2016	FY 2017	FY 2018
Enrolled Students	5,000	8,000	10,000
Total Cost:	<u>\$ 1,250,000</u>	<u>\$ 2,000,000</u>	<u>\$ 2,500,000</u>

The following table is the estimated statewide impact on school districts based on historical enrollment numbers estimated by the LSA:

LSA Estimate Based on Historical Enrollment			
Estimated Statewide Fiscal Impact to School Districts			
	FY 2016	FY 2017	FY 2018
Enrolled Students	1,750	2,000	2,200
Total Cost:	<u>\$ 437,500</u>	<u>\$ 500,000</u>	<u>\$ 550,000</u>

Division III – Training and Employment of Teachers

This Division requires the DE to establish an online state job posting system. The DE, school districts, charter schools, and Area Education Agencies (AEAs) are required to submit all of their job openings to the DE for posting on the system.

Assumptions:

- The DE will require 1.0 FTE position to maintain the online state job posting system.
- The estimated cost to develop the online state job posting system is \$350,000. If funding is not appropriated to the DE to develop the system, the DE will be required to use current resources for development and implementation of the system.

Fiscal Impact:

The following table is the fiscal impact to the DE to develop and maintain the online state job posting system. The cost for the FTE position will continue as long as the system is in operation.

Costs for Department of Education to Administer the Online State Job Posting System					
Provision	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Develop the Online State Job Posting System	\$ 350,000	\$ 0	\$ 0	\$ 0	\$ 0
FTE position to maintain the System	72,000	74,000	76,000	78,000	80,000
Equipment and Materials to support FTE position	2,100	0	0	0	0
Total:	\$ 424,100	\$ 74,000	\$ 76,000	\$ 78,000	\$ 80,000

Teach Iowa Scholar Program

This Division establishes a Teach Iowa Scholar Program within the College Student Aid Commission to provide Teach Iowa Scholar Grants to selected high-caliber teachers. The grants to recipients cannot exceed \$4,000 per year and a total of \$20,000 per recipient over a five-year period.

Fiscal Impact:

The fiscal impact is contingent on an appropriation by the General Assembly for the Teach Iowa Scholar Grants. The following table is an example illustrating the fiscal impact over the next five years if the General Assembly makes an appropriation of \$1.0 million for the Grants in FY 2014. This example also assumes 250 new awards will be granted each year. The maximum fiscal impact of the Teach Iowa Scholar Grants under this scenario is \$5.0 million. The fiscal impact will increase proportionally if more Teach Iowa Scholar Grants are awarded.

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
1st Year Grants	250	250	250	250	250
2nd Year Grants	0	250	250	250	250
3rd Year Grants	0	0	250	250	250
4th Year Grants	0	0	0	250	250
5th Year Grants	0	0	0	0	250
Total Grants:	250	500	750	1,000	1,250
Estimated Fiscal Impact:	\$ 1,000,000	\$ 2,000,000	\$ 3,000,000	\$ 4,000,000	\$ 5,000,000

The Governor recommends funding the Teach Iowa Scholar Grants beginning in FY 2016. The Governor recommends \$1.5 million in FY 2016, \$4.5 million in FY 2017, and \$12.5 million in FY 2018. The following table shows the estimated number of awards that could be awarded with the Governor's recommended appropriation levels. The FY 2018 appropriation recommendation of \$12.5 million will provide enough funding for 2,000 new awards in addition to the 375 awards in FY 2016 and 750 awards in FY 2017. The example below assumes 2,000 new awards will be given each succeeding year after FY 2018. The maximum fiscal impact of the Teach Iowa Scholar Grants under this scenario is \$40.0 million.

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1st Year Grants	375	750	2,000	2,000	2,000	2,000	2,000
2nd Year Grants	0	375	750	2,000	2,000	2,000	2,000
3rd Year Grants	0	0	375	750	2,000	2,000	2,000
4th Year Grants	0	0	0	375	750	2,000	2,000
5th Year Grants	0	0	0	0	375	750	2,000
Total Grants:	375	1,125	3,125	5,125	7,125	8,750	10,000
Estimated Fiscal Impact:	\$ 1,500,000	\$ 4,500,000	\$ 12,500,000	\$ 20,500,000	\$ 28,500,000	\$ 35,000,000	\$ 40,000,000

Division IV – Teacher and Administrator Matters

This Division requires the Director of the DE to develop and implement a coaching and support system for teachers and administrators.

Assumption: The DE will require 1.0 FTE position to monitor and provide technical assistance.

Fiscal Impact:

The fiscal impact to the DE will be 1.0 FTE position at a cost of \$74,100 in FY 2014, \$74,000 in FY 2015, \$76,000 in FY 2016, \$78,000 in FY 2017, and \$80,000 in FY 2018.

Fiscal Impact:

Peer Group Review for Teachers

This Division requires the first and second year peer group review of teachers to be conducted by a peer group of at least three, but no more than six teachers selected by the building principal in consultation with the teachers and the building's certified bargaining representative. Participants must receive adequate training prior to conducting a peer review and a per diem salary if the review process goes beyond normal school hours.

Assumption: The DE will require 1.0 FTE position to provide training to the teachers conducting the peer reviews.

Fiscal Impact:

The fiscal impact to the DE will be 1.0 FTE position at a cost of \$74,100 in FY 2014, \$74,000 in FY 2015, \$76,000 in FY 2016, \$78,000 in FY 2017, and \$80,000 in FY 2018.

Estimated Local Impact:

The estimated local impact will depend on the local district's decision to allow the peer reviews to happen during normal school hours or outside normal hours.

Division V – Iowa Teacher Career and Compensation Matters

This Division establishes and requires school districts to implement a framework for teacher career paths, leadership roles and compensation, and provides per pupil funding amounts through the school aid formula to school districts to implement the framework.

Teacher Leadership Framework

This division requires school district's to implement an approved teacher career and compensation framework. Beginning in FY 2015, it creates a new state categorical per pupil funding mechanism (Teacher Leadership Supplement – TLS). The TLS allocation amount of \$400 per pupil will be generated through the school aid formula for school districts that have an approved program. The DE is authorized to use up to \$500,000 (and 2.0 additional FTE positions) for administration and oversight of the program from the TLS each fiscal year. Teacher career framework provisions that meet the requirements for a district to receive TLS funding include:

- The Iowa Teacher Career Path Model: This model provides for a beginning teacher minimum salary level of \$35,000, a career teacher minimum salary of \$37,000, a career II teacher minimum salary level of \$42,000, and an advanced teacher minimum salary level of \$50,500. The model specifies additional requirements for each teaching level.
- Instructional Coach and Curriculum and Professional Development Leader Model: This model provides for a beginning teacher minimum salary level of \$35,000, a career teacher minimum salary of \$37,000, an instructional coach minimum salary level of \$37,000 and a

stipend between \$5,000 and \$7,000, and a curriculum and professional development leader stipend between \$10,000 and \$12,000 in addition to the salary. The model specifies additional requirements for each teaching level.

- **Career Teacher and Leadership Framework:** This framework provides for an initial teacher minimum salary level of \$35,000, a career teacher minimum salary of \$37,000, a model teacher salary supplement of \$2,000, a mentor teacher salary supplement of \$5,000, and a lead teacher salary supplement of \$10,000. The framework specifies additional requirements for each teaching level.
- **Comparable Model:** A comparable model may be also be approved if it meets the specified requirements, including a minimum salary level of \$35,000 for beginning teachers, \$37,000 for career teachers, and additional salary or compensation levels for other teachers in leadership roles. Requirements for comparable models also specify additional requirements for each teaching level.

Fiscal Impact:

The LSA estimates that with full implementation of the program, the total General Fund expenditure for the Teacher Leadership Supplement will be \$190.5 million. Depending on the number of districts with program approval, the total funding amount could be \$190.5 million in FY 2015 (assuming all districts have an approved program).

Additionally, this Bill specifies that if the funding allocations are not sufficient to cover the full costs of the required provisions within the model, school districts must implement the minimum salary level of \$35,000 first and as much of the other provisions of program that remaining funds allow. **Appendix A** provides a detailed analysis of the full implementation of each model, including cost estimates compared to allocation amounts.

The DE will incur costs of providing administration and oversight of the program, including costs incurred from providing staffing and administrative support to the Commission on Educator Leadership and Compensation. These additional costs will be covered, in part, from the \$500,000 and 2.0 FTE positions authorized for use by the department.

High-Need Schools

Creates a state supplemental assistance program for teachers in high-need schools. Requires the DE to develop criteria for determination of a high-need school and develop a process to distribute funds for teachers in those schools.

Fiscal Impact:

The High-Need Schools provision is contingent upon an appropriation by the General Assembly. If funds are appropriated, costs to the State General Fund will reflect the appropriation amount.

Planning Grants

Allows school districts to apply to the DE for a planning grant to design an implementation strategy for a career path model or framework.

Fiscal Impact

The planning grants provision is contingent upon an appropriation by the General Assembly. If funds are appropriated, costs to the State General Fund will reflect the appropriation amount.

Additionally, the if the provision is implemented, the DE will require 2.0 FTE positions and \$464,000 for costs associated with the FTE positions and for contracts with AEAs to provide technical assistance for the planning grant process.

Division VI – Miscellaneous Provisions

Expands the duties of the Iowa Reading Research Center and requires the first annual report to be submitted to the General Assembly on January 15, 2015.

Fiscal Impact:

The fiscal impact is contingent on an appropriation by the General Assembly.

Competency-Based Education Grant Program

Requires the DE establish a competency-based education grant program to award grants to no more than 10 school districts annually to develop, implement, and evaluate competency based education and demonstration projects. The DE is required to submit an annual report analyzing the preliminary findings of the program to the State Board of Education, the Governor, and the General Assembly by January 15. A final report summarizing the programs findings, including student achievement results is due on January 15, 2019.

Assumption: The DE will require 1.0 FTE position to monitor, implement, and support the grant program.

Fiscal Impact:

The fiscal impact is contingent upon an appropriation by the General Assembly. The Competency-Based Education Task Force established in [SF 2284 \(2012 Iowa Acts chapter 1119\)](#) recommends funding of \$100,000 per year for five years to support competency-based pathways in up to ten districts statewide in their [preliminary report](#).

The fiscal impact to the DE will be 1.0 FTE position at a cost of \$74,100 in FY 2014, \$74,000 in FY 2015, \$76,000 in FY 2016, \$78,000 in FY 2017, and \$80,000 in FY 2018. The following table shows the estimated fiscal impact to implement the grant program:

DE Costs for the Competency-Based Education Grant Program					
Provision	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Competency-Based Education Grants	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
FTE position for support	72,000	74,000	76,000	78,000	80,000
Equipment and Materials to support FTE position	2,100	0	0	0	0
Total:	\$ 174,100	\$ 174,000	\$ 176,000	\$ 178,000	\$ 180,000

Economically Challenged Schools Grant Program

Requires the DE to create, develop, establish, implement, and report findings for a pilot program for economically challenged schools. Provides a school aid funding formula provision for eligible school districts approved to participate in the pilot program that will generate funding based on the number of free and reduced price lunch eligible students and 10.0% of the district's cost per pupil.

Assumption: The DE will require 1.0 FTE position to monitor, implement, and support the grant program.

Fiscal Impact:

The Economically Challenged School Grants Program provision is contingent upon an appropriation. If funds are appropriated, costs to the State General Fund will reflect the appropriation amount. Additionally, the amount generated through the school aid formula (state aid and local property tax amounts) will be predicated on the number of districts approved to participate in the pilot program.

For comparison purposes, in FY 2013 there were 19 school districts that had 60.0% of the student population eligible for free or reduced price lunch. The total amount for these 19 districts represented 25.4% of the total number of students eligible statewide. Providing a supplementary weighting of 0.1 for eligible students in these districts will result in a funding level of \$30.7 million, including \$26.9 million in additional state aid and \$3.8 million in local property tax (estimated based on \$6,001 per pupil school aid funding levels).

The fiscal impact to the DE will be 1.0 FTE position at a cost of \$74,100 in FY 2014, \$74,000 in FY 2015, \$76,000 in FY 2016, \$78,000 in FY 2017, and \$80,000 in FY 2018.

World Language Education Pilot Project

Requires the DE establish a world language education pilot project to enhance foreign language education in Iowa schools. The DE will administer the pilot project in partnership with the University of Northern Iowa (UNI) and up to three school districts. The DE is to establish a world language education administrative team made up of the school administrators for school districts participating in the pilot project.

Assumptions:

- The Pilot Project will be accomplished in FY 2014 and FY 2015.
- The DE will require 2.0 FTE positions for standards and curriculum development, assessment development, and support of the pilot project.

Fiscal Impact:

The fiscal impact is contingent on an appropriation by the General Assembly.

If funds are appropriated by the General Assembly, the DE will incur the following costs associated with the pilot project:

World Language Education Pilot Project			
	Provision	FY 2014	FY 2015
	Standards and Curriculum Development	\$ 25,000	\$ 25,000
	Assessment Development	650,000	0
	2.0 FTE positions for support	144,000	147,000
	Equipment and Materials to support FTE positions	4,200	0
	Total:	\$ 823,200	\$ 172,000

Statewide Voluntary Preschool Program Provisions:

Provides additional specifications for appropriate uses of preschool formula funding amounts.

Fiscal Impact:

No fiscal impact is anticipated.

Board of Educational Examiners Alternative Licensure Limitation

Requires the Board of Educational Examiners (BoEE) to submit a licensing criteria recommendation to the General assembly prior to issuing licenses to individuals that do not meet the standard practitioner preparation requirements. The BoEE cannot issue alternative licenses until the licensing criteria is enacted into statute.

Fiscal Impact:

No state fiscal impact.

Tobacco Prohibited on School Grounds

Prohibits the use of nicotine products by any student or by anyone on school grounds.

Fiscal Impact:

No state fiscal impact.

Teaching Strategies Gold Early Childhood Assessment

Requires every school district to administer the Teaching Strategies Gold Early Childhood Assessment to all prekindergarten and kindergarten student enrolled in the district.

Assumptions:

- The estimated cost of the Teaching Strategies Gold Early Childhood Assessment is \$10.45 per student.
- Enrollments will not exceed 24,000 for prekindergarten, and 42,000 for kindergarten for a total of 66,000 students.

Fiscal Impact:

No State fiscal impact.

Estimated Local Impact:

The estimated fiscal impact to school districts is \$690,000 per year for the period FY 2014 through FY 2018.

Early Intervention/Class Size Reduction Program Sunset Repeal

Repeals the sunset provision of the Early Intervention/Class Size Reduction Program and specifies that the repeal is effective upon enactment. Provisions of the program are currently set to expire on July 1, 2013, but funding will still be generated through the school aid formula in FY 2014.

Fiscal Impact:

There is no impact on the General Fund from this provision. The school aid formula will generate approximately \$30.6 million for the program (assuming a 0.0% allowable growth rate) regardless of whether the program sunsets. However, the repeal of the sunset provision will provide school districts the authorization to use those funds that are designated for the requirements of the program.

Competency-Based Education Task Force Recommendations

Requires the DE to implement the preliminary recommendations of the Competency-Based Education Task Force established in SF 2284 ([2012 Iowa Acts chapter 1119](#)). The task force recommendations relate to the development of model competencies, investing and providing examples of templates that will effectively and efficiently record and report student achievement in a competency-based environment, developing an assessment validation rubric and model assessments, and creating opportunities for professional development for practitioners.

Assumption: The DE will require 1.0 FTE position to implement the preliminary recommendations of the task force in FY 2014.

Fiscal Impact:

The fiscal impact is contingent on an appropriation by the General Assembly. The Competency-Based Education Task Force recommends funding of \$325,000 for one year to fulfill the

requirements of the Division in their [preliminary report](#). The following costs will go to the DE to implement the recommendations of the task force:

Competency-Based Education Task Force Recommendations		
	Provision	FY 2014
	Writing Model Competencies	\$ 100,000
	Plans and Templates	25,000
	Assessment Validation Rubric/Model Assessments	100,000
	Professional Development	100,000
	1.0 FTE position for support	72,000
	Equipment and Materials to support FTE position	2,100
	Total:	\$ 399,100

School District Reporting Requirement Task Force

Directs the DE to convene a five-member Reporting Requirement Review Task Force appointed by the Director of the DE. The DE is required to compile a list of reports that school districts are required to submit to the DE biennially or more frequently and submit the list to the Task Force by September 3, 2013. The Task Force is to review the list of reports and produce a written justification for continuing, modifying, or eliminating each requirement and submit their report to the State Board of Education and the General Assembly by December 2, 2013. The State Board of Education is required to review and determine which of the Task Force recommendations for modifying or eliminating reporting requirements may be accomplished by administrative rule and which must be accomplished by statute. The State Board of Education is required to submit its finding and recommendations, including plans for Board action relating to administrative rules and Board recommendations for specific statutory changes, in a report to the General Assembly by February 3, 2014.

Assumptions:

- The DE can compile the list of reports that school districts are required to submit to the DE with current resources.
- The DE will require additional funding for the costs associated with providing staff and services for the Task Force and State Board report.

Fiscal Impact:

The estimated impact is an increase in FY 2014 General Fund expenditures of \$50,000 for the costs associated with the Task Force.

School Year-Long Student Teaching Field Experience Requirement — Study

Directs the practitioner preparation programs offered at the three regents universities to convene a study committee of education faculty members to study the feasibility of establishing professional development schools for preservice teacher candidates in collaboration with school districts and the feasibility of requiring students enrolled in practitioner preparation programs to complete a field experience lasting one full school year. The study committee is to submit their findings and recommendations in a report to the State Board of Regents, DE, BoEE, Governor, and the General Assembly by December 2, 2013.

Assumption: The study committee will require additional funding for the costs associated with providing staff and services associated with the study.

Fiscal Impact:

The estimated impact is an increase in FY 2014 General Fund expenditures of \$25,000 for the costs associated with the task force.

Division VII – FY 2014 and FY 2015 School Aid

This Division establishes the per pupil growth levels for school aid funding in FY 2014 and FY 2015 at 4.0% for regular school aid and the state categorical supplements. The following table provides the impact of each of the state cost per pupil levels.

State Cost Per Pupil Increases for FY 2014 and FY 2015							
Regular School Aid Per Pupil Components	FY 2013 State Cost Per Pupil Amounts	FY 2014			FY 2015		
		FY 2014 Allowable Growth Rate	Growth in FY 2014 Cost Per Pupil Amounts	State Cost Per Pupil Amount	FY 2015 Allowable Growth Rate	Growth in FY 2015 Cost Per Pupil Amounts	State Cost Per Pupil Amount
Regular Program	\$ 6,001.00	4.0%	\$ 240.00	\$ 6,241.00	4.0%	\$ 250.00	\$ 6,491.00
Special Education Program	6,001.00	4.0%	240.00	6,241.00	4.0%	250.00	6,491.00
AEA Special Education Support	263.51	4.0%	10.54	274.05	4.0%	10.96	285.01
AEA Media Services	49.13	4.0%	1.97	51.10	4.0%	2.04	53.14
AEA Educational Services	54.22	4.0%	2.17	56.39	4.0%	2.26	58.65
State Categorical Supplements Per Pupil Components							
Teacher Salary - Districts	\$ 517.17	4.0%	\$ 20.69	\$ 537.86	4.0%	\$ 21.51	\$ 559.37
Professional Development - Districts	58.57	4.0%	2.34	60.91	4.0%	2.44	63.35
Early Intervention	63.80	4.0%	2.55	66.35	4.0%	2.65	69.00
Teacher Salary - AEAs	27.07	4.0%	1.08	28.15	4.0%	1.13	29.28
Professional Development - AEAs	3.16	4.0%	0.13	3.29	4.0%	0.13	3.42

Fiscal Impact

The establishment of an allowable growth rate for FY 2014 and FY 2015 is estimated to increase the total General Fund expenditure for school aid by \$134.9 million in FY 2014 and \$114.6 million in FY 2015. Additionally, other items of note include (see following table, also):

- An increase for the state categorical supplements of \$13.7 million in FY 2014 and \$15.1 million in FY 2015.
- An increase for preschool aid of \$6.3 million in FY 2014 and \$6.1 million in FY 2015.
- An increase in the total foundation level property tax amount of \$42.4 million in FY 2014 and \$72.7 million in FY 2015. This includes an increase in the uniform levy amount of \$30.8 million in FY 2014 and \$32.3 million in FY 2015. The uniform levy increases are not impacted by the establishment of the allowable growth rate.
- An increase in the estimated total school aid funding level (referred to as the combined district cost) of \$173.0 million in FY 2014 and \$181.2 million in FY 2015.

State School Aid Funding: FY 2012 Through Est. FY 2015

Estimates Based on Senate Education Reform Bill
(Dollars in Millions)

	FY 2013 - 2% Allowable Growth	Change from FY 2012	FY 2014 - 4% Allowable Growth	Change from Est. FY 2013	FY 2015 - 4% Allowable Growth	Change from Est. FY 2014
Total Regular School Aid*	\$ 2,280.9	\$ 23.9	\$ 2,397.1	\$ 116.2	\$ 2,490.6	\$ 93.5
Teacher Salary Supplement	260.0	3.2	271.1	11.1	283.3	12.2
Professional Development Supplement	29.5	0.4	30.8	1.3	32.2	1.4
Early Intervention Supplement	30.3	0.4	31.6	1.3	33.1	1.4
Total State Categorical Supplement	\$ 319.8	\$ 3.9	\$ 333.5	\$ 13.7	\$ 348.6	\$ 15.1
Total School Aid w/o Preschool	\$ 2,600.7	\$ 27.8	\$ 2,730.6	\$ 129.9	\$ 2,839.1	\$ 108.5
Preschool Aid	\$ 60.4	\$ 2.0	\$ 66.7	\$ 6.3	\$ 72.9	\$ 6.1
Total State Aid Amount for School Programs	\$ 2,661.1	\$ 29.9	\$ 2,797.3	\$ 136.2	\$ 2,912.0	\$ 114.6
PTER Funding	\$ 7.4	\$ 0.7	\$ 8.7	\$ 1.3	\$ 8.7	\$ 0.0
Total State General Fund Amount for School Aid	\$ 2,653.7	\$ 29.2	\$ 2,788.7	\$ 134.9	\$ 2,903.3	\$ 114.6
Uniform Levy Amount	\$ 729.7		\$ 760.5	\$ 30.8	\$ 792.9	\$ 32.3
Total Unadjusted Additional Levy Amount	612.4		625.3	\$ 12.8	665.6	\$ 40.4
Property Tax Adjustment Aid (from GF)	-24.0	0.0	-24.0	0.0	-24.0	0.0
Property Tax Adjustment Aid (from PTER)	-7.4	-0.7	-8.7	-1.3	-8.7	0.0
Total Foundation Property Tax	\$ 1,310.8	\$ -3.7	\$ 1,353.2	\$ 42.4	\$ 1,425.8	\$ 72.7
Combined District Cost	\$ 3,910.7	\$ 23.4	\$ 4,083.8	\$ 173.0	\$ 4,264.9	\$ 181.2
Est. Budget Guarantee Amount			\$ 4.0		\$ 19.5	
Number of Districts with Budget Guarantee:			63		138	

Notes:

*Regular school aid estimate amounts include the restoration of the additional AEA reduction of \$20.0 million beginning in FY 2014. Also includes PTER Funds used for property tax relief.

Based on the current law amount for PTER.

Budget guarantee amounts provided are included in the total foundation property tax amounts displayed.

GF = General Fund

PTER = Property Tax Equity and Relief Fund

FY 2014 and FY 2015 estimates are based on a variety of assumptions that are subject to change. For a complete list of assumptions, contact the LSA.

Combined district cost represents the total school foundation funding amount and is not impacted by a reduction in State school aid.

Totals may not sum due to rounding.

Estimates are not official or final. The Department of Management will provide the official school aid amounts.

10-Mar-13

SCHLAID_V2.3_FY13_FY15_SenEdRef.sas

Sources

Iowa Department of Education
Competency-Based Education Task Force Preliminary Report
Department of Management, School Aid file
LSA analysis and calculations

/s/ Holly M. Lyons

March 25, 2013

The fiscal note for this bill was prepared pursuant to [Joint Rule 17](#) and the Iowa Code. Data used in developing this fiscal note is available from the Fiscal Services Division of the Legislative Services Agency upon request.

SF 423 – Appendix A (Analysis of the Teacher Career Path Models) - Division V

Teacher Career Path and Compensation Models – Funding/Cost Comparisons

Division V of SF 423 requires each district to implement an approved teacher compensation model or framework and have the system in place on or before July 1, 2016 (FY 2017). Additionally, the Bill provides funding through the teacher leadership supplement (TLS) at \$400 per pupil. The LSA estimates that when fully implemented, the General Fund cost of funding the TLS will total at least \$190.5 million. Districts will have four career path/compensation models to choose from (see page 6 of the fiscal note description of the models):

- Iowa Teacher Career Path Model
- Instructional Coach and Curriculum and Professional Development Leader Model
- Career Teacher and Leadership Framework
- Comparable Model

The cost estimates provided include the first three models noted. The specifics of the comparable model are unknown and could vary between school districts, and the LSA cannot provide a cost estimate for an unknown model type.

The following table provides the estimated costs of the models. Additional detail on the costs of each model and the assumptions used is provided below. The LSA notes that variations in assumptions used in these estimates may result in significant changes in the overall estimate totals. Additionally, the Bill specifies that if the funding allocations are not sufficient to cover the full costs of the required provisions within the selected model, school districts implement the minimum salary level of \$35,000 first and as much of the other provisions of program that remaining allocated funds allow.

LSA: Estimated Costs of Model Implementation (Millions of Dollars)				
Model/Framework Provision	Cost of Minimum Salary Levels for Beginning and Career Teachers	Other Salary/Stipend Costs	Est. Costs of Replacing Instruction Time	Est. Total Cost
Iowa Teacher Career Path Model	\$ 9.7	\$ 40.3	\$ 66.2	\$ 116.2
Instructional Coach/Curr. Prof. Dev. Model	9.7	144.2	12.9	166.7
Career Teacher and Leadership Model	9.7	47.1	88.5	145.3

Overall Assumptions

- All costs for salaries, stipends, and supplements include a percentage applied for FICA and IPERS of 16.58%.
- The estimated cost of replacing initial teachers in the classroom for 25.0% of the school year (under all three plans) assumes that 1,146 new teachers are hired annually statewide (based on a 3-year average).

- The statewide cost of replacing initial (beginning) teachers is allocated to districts on a per-pupil basis using 2012-2013 certified enrollments.
- All estimated costs for instruction time replacement of teachers were based on a salary level of \$38,500, and prorated on a full-time equivalency basis.
- Unless otherwise specified, a 180-day school calendar was assumed.

All Models – Minimum Teacher and Career Teacher Salaries

Estimate – Each of the three teacher compensation models described in the Bill includes raising the minimum teacher salary to \$35,000 and raising the Career teacher salary to \$37,000. The cost of these provisions is estimated to total \$9.7 million. Additionally:

- The overall cost of increasing the minimum salary to \$35,000 is estimated to be \$6.1 million.
- The overall cost of increasing the career level minimum salary to \$37,000 is estimated to be \$3.6 million.
- All districts would receive an allocation sufficient to fund the costs of increasing the minimum teacher salary to \$35,000.
- 346 districts (99.4%) have an allocation sufficient to fund the costs of increasing the Career teacher salary to \$37,000. Two districts are estimated to have costs in excess of the allocation amounts by an average of \$3,000.
- Additionally, all three models include a cost estimate of \$12.9 million for the cost of replacing instruction time for initial or beginning teachers.

Iowa Teacher Career Path Model

Assumptions:

- A Career teacher is assumed to have at least 2 years of teaching experience.
- The estimated cost of Career II and Advanced teacher salary increases (Teacher Career Path Model) assumes a starting base salary of \$38,500.
- Districts will establish criteria for designating Career II teachers that will limit the number to the minimums established in the Bill – one Career II teacher for every elementary building and four for each middle and high school.

NOTE: While the Bill specifies a minimum number of Career II teachers in a district, it does not place any upper limits, specifying only that they meet the requirements for a Career teacher and have a successful performance review on file. It is left to the discretion of the district to place additional requirements for designation as a Career II teacher.

Currently, the Department of Education has noted that 98.2% of teachers would meet the Bill's statewide minimum requirements for Career II designation. Under an assumption that 98.2% of a district's teachers with at least four years of teaching experience would become Career II teachers, the costs of this model are estimated to increase significantly.

- The estimate assumes at least one Advanced Teacher for every three Career II teachers and at least one per building.
- Additional contract days required of Career II and Advanced teachers are assumed to be included in the minimum salaries of \$42,000 and \$50,500.
- Costs of peer coaching assume that half of Career II and Advanced teachers in each district will peer coach for five hours per week for 38 weeks. The estimate assumes a salary of \$42,000 for Career II teachers and \$50,500 for Advanced teachers to calculate the hourly rate of pay.
- Although not reflected in this estimate, estimated costs may be reduced based on the current salary levels of teachers that may be moved into Career II and Advanced teacher positions.

Estimate – Under this model, full implementation of Section 27 of the Bill is estimated to have a total cost of \$116.2 million. Additionally:

- The estimated total cost of the Career II teacher provisions include \$13.4 million for salary costs and \$31.6 million for instruction time replacement.
- The estimated total cost of the Advanced teacher provisions includes \$11.2 million for salary costs and \$21.8 million for instruction time replacement.
- The estimate includes \$15.7 million for the cost of the peer coaching provision.
- Overall, 170 districts (48.9%) have estimated costs in excess of the allocation for full implementation totaling \$18.8 million, an average of \$111,000 each. The remaining 178 districts (51.1%) will have an allocation amount above estimated costs totaling \$93.1 million, an average of \$522,000 per district.

Instructional Coach and Curriculum and Professional Development Leader Model

Assumptions:

- The estimate assumes that Instructional Coaches and Curriculum and Professional Development Leaders are new positions at the minimum Career teacher salary of \$37,000. Minimum stipends were used in the calculations for Instructional Coaches (\$5,000) and Curriculum and Professional Development Leaders (\$10,000).
- The number of Curriculum and Professional Development Leaders assumes at least one per district for districts with enrollment less than 500 and one per building for districts with enrollment of 500 or more.
- Summer training for Curriculum and Professional Development Leaders is estimated to require five days at a per diem rate based on a minimum career salary of \$37,000.

Estimate – Under this model, full implementation of Section 29.1(b) of the Bill is estimated to cost \$166.7 million. Additionally:

- The cost of the instructional coach provision is estimated at \$73.9 million.

- The cost of the curriculum and professional development leaders provision is estimated at \$70.2 million.
- Overall, 224 districts (64.4%) have estimated costs in excess of the allocation amount to fund the provisions totaling \$37.1 million (an average of \$165,000 per district), and 124 districts (35.6%) have an allocation amount above the estimated costs totaling \$60.9 million (an average of \$490,000 per district).

Career Teacher and Leadership Framework Model

Estimate – Under this model, full implementation of Section 29.2 of the Bill is estimated to cost \$145.3 million. Additionally:

- Supplements for model, mentor, and lead teachers are estimated to cost \$47.1 million.
- The estimated cost for replacing mentor and lead teacher instruction time totals \$75.6 million.
- Overall, 117 districts (33.6%) have estimated costs in excess of the allocation amount to fund the provisions totaling \$22.0 million (an average of \$188,000 per district), and 231 districts (66.4%) have an allocation amount above the estimated costs totaling \$67.1 million (an average of \$290,000 per district).

The following spreadsheet provides the estimated allocations and estimated costs of full implementation of the three models.

SF423_FN Appendix A

SF 423 - Comparison of Teacher Compensation Models

District	Estimated Allocation Amount	Increasing Minimum Salaries			Teacher Career Path Model			Instructional Coach and Curriculum and Professional Development Leader Model			Career Teacher and Leadership Framework Model		
		Minimum to \$35,000	Career Minimum to \$37,000	Est. Cost in Excess of Allocation	Est. Total Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost
AGWSR	\$ 246,720	\$ 928	\$ 2,933	\$ 0	\$ 276,636	\$ -29,916	\$ 0	\$ 384,153	\$ -137,433	\$ 0	\$ 185,622	\$ 0	\$ 61,098
Adair-Casey	142,920	63,121	25,648	0	250,966	-108,046	0	252,271	-109,351	0	224,760	-81,840	0
Adel DeSoto Minburn	583,880	0	0	0	309,239	0	274,641	458,978	0	124,902	423,107	0	160,773
Akron Westfield	204,720	8,403	11,207	0	289,550	-84,830	0	348,103	-143,383	0	198,535	0	6,185
Albert City-Truesdale	85,200	0	3,052	0	65,142	0	20,058	113,695	-28,495	0	62,284	0	22,916
Albia	473,120	7,195	5,283	0	363,221	0	109,899	568,872	-95,752	0	355,247	0	117,873
Alburnett	223,360	16,825	16,437	0	200,889	0	22,471	258,121	-34,761	0	194,064	0	29,296
Alden	105,800	575	3,324	0	67,379	0	38,421	115,931	-10,131	0	83,903	0	21,897
Algona	479,640	8,867	4,663	0	364,713	0	114,927	570,364	-90,724	0	390,838	0	88,802
Allamakee	483,160	29,794	9,326	0	390,541	0	92,619	596,192	-113,032	0	309,704	0	173,456
North Butler	244,000	0	845	0	287,142	-43,142	0	436,881	-192,881	0	216,522	0	27,478
Alta	201,120	333	3,705	0	170,165	0	30,955	227,397	-26,277	0	163,339	0	37,781
Ames	1,691,480	23,451	12,940	0	553,125	0	1,138,355	1,136,592	0	554,888	1,224,126	0	467,354
Anamosa	495,240	0	0	0	289,550	0	205,690	348,104	0	147,136	397,742	0	97,498
Andrew	109,320	1,858	0	0	161,788	-52,468	0	163,093	-53,773	0	62,719	0	46,601
Ankeny	3,754,520	506	2,332	0	921,299	0	2,833,221	1,808,753	0	1,945,767	2,077,838	0	1,676,682
Aplington-Parkersburg	336,800	2,426	7,247	0	302,233	0	34,567	451,973	-115,173	0	197,514	0	139,286
Armstrong-Ringsted	119,280	7,031	1,099	0	272,302	-153,022	0	121,073	-1,793	0	108,426	0	10,854
Ar-We-Va	119,840	18,206	6,144	0	198,695	-78,855	0	186,294	-66,454	0	124,683	-4,843	0
Atlantic	571,520	12,014	5,968	0	326,386	0	245,134	476,125	0	95,395	440,254	0	131,266
Audubon	213,240	2,524	4,120	0	173,588	0	39,652	230,821	-17,581	0	186,144	0	27,096
Aurelia	102,840	21,983	13,056	0	194,532	-91,692	0	195,836	-92,996	0	114,844	-12,004	0
A-H-S-T	237,120	0	0	0	168,557	0	68,563	225,789	0	11,331	161,731	0	75,389
Ballard	616,360	4,072	13,605	0	329,108	0	287,252	478,848	0	137,512	442,977	0	173,383
Battle Creek-Ida Grove	258,960	1,877	4,366	0	189,979	0	68,981	338,397	-79,437	0	222,929	0	36,031
Baxter	141,320	23,763	17,979	0	203,831	-62,511	0	205,136	-63,816	0	177,624	-36,304	0
BCLUW	233,080	963	0	0	272,817	-39,737	0	331,370	-98,290	0	162,421	0	70,659
Bedford	198,520	15,279	13,745	0	194,975	0	3,545	252,207	-53,687	0	188,149	0	10,371
Belle Plaine	230,600	9,616	9,268	0	187,000	0	43,600	244,232	-13,632	0	180,175	0	50,425
Bellevue	227,440	13,990	6,995	0	188,887	0	38,553	246,120	-18,680	0	201,444	0	25,996
Belmond-Klemme	306,200	15,171	6,850	0	298,810	0	7,390	357,364	-51,164	0	241,896	0	64,304
Bennett	78,400	19,527	2,332	0	83,489	-5,089	0	132,042	-53,642	0	80,632	-2,232	0
Benton	597,040	670	1,879	0	375,363	0	221,677	672,199	-75,159	0	460,645	0	136,395
Bettendorf	1,618,320	10,516	5,935	0	528,246	0	1,090,074	1,111,712	0	506,608	1,092,285	0	526,035
Eddyville-Blakesburg-Fremont	354,400	30,672	22,203	0	262,874	0	91,526	496,363	-141,963	0	348,866	0	5,534
Bondurant-Farrar	586,680	4,401	3,994	0	304,118	0	282,562	411,635	0	175,045	392,928	0	193,752
Boone	873,680	2,467	4,472	0	488,290	0	385,390	695,262	0	178,418	595,333	0	278,347
Boyden-Hull	251,560	9,543	2,532	0	181,607	0	69,953	238,839	0	12,721	194,163	0	57,397
West Hancock	244,960	15,980	5,691	0	294,327	-49,367	0	352,880	-107,920	0	203,313	0	41,647
Brooklyn-Guernsey-Malcom	206,960	0	1,453	0	167,973	0	38,987	225,205	-18,245	0	161,148	0	45,812
North Iowa	181,920	173	2,546	0	271,119	-89,199	0	217,817	-35,897	0	160,724	0	21,196
Burlington	1,862,360	85,388	32,389	0	832,123	0	1,030,237	1,236,476	0	625,884	1,263,566	0	598,794
CAM	176,440	29,844	33,382	0	344,962	-168,522	0	473,809	-297,369	0	220,861	-44,421	0
CAL	110,160	15,797	13,652	0	189,435	-79,275	0	190,739	-80,579	0	129,128	-18,968	0
Calamus-Wheatland	186,960	7,694	6,727	0	179,592	0	7,368	180,896	0	6,064	172,766	0	14,194
Camanche	357,600	90,093	40,908	0	411,260	-53,660	0	469,814	-112,214	0	446,590	-88,990	0
Cardinal	236,160	30,471	23,008	0	221,970	0	14,190	279,203	-43,043	0	234,526	0	1,634
Carlisle	714,920	2,677	1,223	0	321,984	0	392,936	471,724	0	243,196	469,952	0	244,968
Carroll	676,200	3,320	2,329	0	321,120	0	355,080	470,860	0	205,340	488,469	0	187,731
Cedar Falls	1,944,960	8,744	8,985	0	751,355	0	1,193,605	1,246,894	0	698,066	1,334,199	0	610,761
Cedar Rapids	6,660,440	1,590	434	0	2,114,175	0	4,546,265	4,157,849	0	2,502,591	4,551,299	0	2,109,141
Center Point-Urbana	527,040	1,533	7,652	0	314,588	0	212,452	464,327	0	62,713	409,074	0	117,966
Centerville	553,160	0	6,604	0	562,532	-9,372	0	994,930	-441,770	0	481,119	0	72,041
Central Lee	333,040	0	0	0	278,601	0	54,439	337,155	-4,115	0	260,450	0	72,590
Central	188,840	6,470	117	0	171,884	0	16,956	173,189	0	15,651	165,059	0	23,781
Central Clinton	595,040	23,399	21,912	0	488,033	0	107,007	609,934	-14,894	0	503,271	0	91,769
Central City	195,800	30,378	34,006	0	333,722	-137,922	0	280,420	-84,620	0	223,327	-27,527	0
Central Decatur	269,080	68,049	18,800	0	271,268	-2,188	0	419,686	-150,606	0	323,600	-54,520	0
Central Lyon	278,600	4,109	2,332	0	281,368	-2,768	0	339,921	-61,321	0	224,453	0	54,147
Chariton	544,440	18,272	9,304	0	334,153	0	210,287	483,892	0	60,548	428,639	0	115,801

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District	Estimated Allocation Amount	Increasing Minimum Salaries			Teacher Career Path Model			Instructional Coach and Curriculum and Professional Development Leader Model			Career Teacher and Leadership Framework Model		
		Minimum to \$35,000	Career Minimum to \$37,000	Est. Cost in Excess of Allocation	Est. Total Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost
Charles City	631,880	2,981	3,718	0	451,907	0	179,973	573,809	0	58,071	433,046	0	198,834
Charter Oak-Ute	121,840	37,112	14,029	0	315,486	-193,646	0	262,184	-140,344	0	185,709	-63,869	0
Cherokee	383,680	0	3,787	0	382,018	0	1,662	498,215	-114,535	0	301,754	0	81,926
Clarinda	378,880	66,238	17,239	0	461,385	-82,505	0	528,618	-149,738	0	419,884	-41,004	0
Clarion-Goldfield	319,440	0	410	0	278,094	0	41,346	336,647	-17,207	0	240,561	0	78,879
Clarke	574,240	8,034	895	0	303,812	0	270,428	411,329	0	162,911	412,004	0	162,236
Clarksville	135,920	44,236	2,656	0	208,617	-72,697	0	209,922	-74,002	0	182,410	-46,490	0
Clay Central-Everly	138,000	15,103	10,201	0	187,169	-49,169	0	188,474	-50,474	0	107,481	0	30,519
Clear Creek Amana	668,520	39,396	24,070	0	427,399	0	241,121	633,049	0	35,471	545,768	0	122,752
Clearfield	32,800	0	0	0	58,553	-25,753	0	107,105	-74,305	0	55,695	-22,895	0
Clear Lake	505,360	22,883	6,995	0	320,112	0	185,248	378,665	0	126,695	374,823	0	130,537
Clinton	1,586,200	5,546	2,471	0	551,171	0	1,035,029	898,292	0	687,908	1,208,027	0	378,173
Colfax-Mingo	292,600	23,106	16,321	0	315,299	-22,699	0	373,852	-81,252	0	277,766	0	14,834
College	1,827,200	0	0	0	525,895	0	1,301,305	1,060,398	0	766,802	1,235,659	0	591,541
Collins-Maxwell	188,000	34,354	21,715	0	221,310	-33,310	0	278,542	-90,542	0	233,866	-45,866	0
Colo-NESCO School	200,160	4,346	1,052	0	204,986	-4,826	0	270,691	-70,531	0	145,252	0	54,908
Columbus	330,480	6,816	4,285	0	289,531	0	40,949	348,084	-17,604	0	305,479	0	25,001
Coon Rapids-Bayard	157,440	2,536	1,217	0	70,719	0	86,721	168,235	-10,795	0	160,105	-2,665	0
Corning	168,800	41,240	29,689	0	338,445	-169,645	0	285,142	-116,342	0	228,049	-59,249	0
Corwith-Wesley	46,000	31,158	17,651	-2,810	155,485	-109,485	0	156,806	-110,806	0	124,777	-78,777	0
Council Bluffs	3,577,840	0	0	0	1,010,105	0	2,567,735	2,164,591	0	1,413,249	2,301,043	0	1,276,797
Creston	562,880	36,221	20,912	0	497,684	0	65,196	619,586	-56,706	0	478,823	0	84,057
Dallas Center-Grimes	855,920	0	3,271	0	379,854	0	476,066	634,468	0	221,452	571,085	0	284,835
Danville	193,200	20,475	12,685	0	198,752	-5,552	0	200,056	-6,856	0	191,926	0	1,274
Davenport	6,376,080	71,876	51,773	0	2,216,606	0	4,159,474	4,190,424	0	2,185,656	4,323,517	0	2,052,563
Davis County	478,280	32,849	18,505	0	435,971	0	42,309	503,204	-24,924	0	428,569	0	49,711
Decorah Community	567,640	56,553	15,126	0	428,802	0	138,838	634,453	-66,813	0	527,790	0	39,850
Delwood	81,720	7,374	4,427	0	73,655	0	8,065	122,208	-40,488	0	70,798	0	10,922
Denison	827,440	0	0	0	458,409	0	369,031	629,274	0	198,166	546,510	0	280,930
Denver	286,840	7,226	10,398	0	306,812	-19,972	0	456,551	-169,711	0	202,092	0	84,748
Des Moines Independent	12,824,840	34,489	6,995	0	4,003,361	0	8,821,479	7,942,086	0	4,882,754	9,140,651	0	3,684,189
Diagonal	44,800	27,905	20,144	-3,248	203,623	-158,823	0	204,927	-160,127	0	123,935	-79,135	0
Dike-New Hartford	338,680	12,779	6,995	0	312,462	0	26,218	462,201	-123,521	0	207,742	0	130,938
Dows	49,720	1,891	4,540	0	66,125	-16,405	0	114,678	-64,958	0	63,268	-13,548	0
Dubuque	4,205,320	118,620	53,692	0	1,357,503	0	2,847,817	2,533,114	0	1,672,206	3,152,093	0	1,053,227
Dunkerton	190,640	41,782	20,984	0	228,186	-37,546	0	229,490	-38,850	0	221,360	-30,720	0
Boyer Valley	177,360	7,129	4,013	0	175,664	0	1,696	176,969	0	391	168,839	0	8,521
Durant	226,160	3,474	7,025	0	281,886	-55,726	0	340,439	-114,279	0	244,353	-18,193	0
Eagle Grove	485,160	14,288	5,745	0	298,678	0	186,482	357,231	0	127,929	261,145	0	224,015
Earlham	333,680	12,847	28,049	0	313,684	0	19,996	372,238	-38,558	0	222,670	0	111,010
East Buchanan	246,920	821	2,332	0	274,350	-27,430	0	332,904	-85,984	0	163,955	0	82,965
East Central	223,360	0	0	0	79,170	0	144,190	162,981	0	60,379	62,607	0	160,753
East Greene	135,200	20,110	11,658	0	192,991	-57,791	0	194,296	-59,096	0	132,685	0	2,515
East Marshall	128,480	19,857	18,811	0	312,410	-183,930	0	419,927	-291,447	0	294,258	-165,778	0
East Union	196,360	9,533	20,827	0	196,165	0	195	197,469	-1,109	0	189,339	0	7,021
Eastern Allamakee	150,800	82,093	31,028	0	379,421	-228,621	0	326,119	-175,319	0	269,025	-118,225	0
River Valley	167,880	11,079	6,510	0	181,471	-13,591	0	182,776	-14,896	0	174,646	-6,766	0
Edgewood-Colesburg	172,040	42,880	20,693	0	227,737	-55,697	0	229,041	-57,001	0	220,911	-48,871	0
Eldora-New Providence	258,280	0	0	0	169,985	0	88,295	227,217	0	31,063	182,541	0	75,739
Elk Horn-Kimballton	89,400	4,251	6,875	0	169,710	-80,310	0	171,015	-81,615	0	90,022	-622	0
Emmetsburg	267,000	12,945	5,739	0	292,828	-25,828	0	351,381	-84,381	0	255,295	0	11,705
English Valleys	186,760	23,846	11,089	0	200,093	-13,333	0	201,397	-14,637	0	193,267	-6,507	0
Essex	86,080	16,353	7,700	0	182,414	-96,334	0	183,718	-97,638	0	102,726	-16,646	0
Estherville Lincoln	540,400	59,917	29,332	0	395,553	0	144,847	545,292	-4,892	0	490,040	0	50,360
Exira	89,320	6,074	0	0	115,673	-26,353	0	116,994	-27,674	0	84,966	0	4,354
Fairfield	677,840	12,872	6,110	0	383,543	0	294,297	589,194	0	88,646	501,912	0	175,928
Farragut	84,480	22,185	8,277	0	188,715	-104,235	0	190,020	-105,540	0	109,027	-24,547	0
Forest City	397,880	79,623	23,302	0	482,115	-84,235	0	549,348	-151,468	0	474,714	-76,834	0
Fort Dodge	1,484,720	23,381	19,875	0	628,539	0	856,181	1,031,572	0	453,148	1,090,690	0	394,030
Fort Madison	907,280	0	0	0	483,620	0	423,660	641,628	0	265,652	590,662	0	316,618
Fredericksburg	102,000	272	0	0	159,707	-57,707	0	161,012	-59,012	0	80,019	0	21,981
Fremont-Mills	178,640	10,054	11,536	0	186,198	-7,558	0	187,503	-8,863	0	125,892	0	52,748

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Galva-Holstein	177,600	6,996	2,312	0	187,552	-9,952	0	224,115	-46,515	0	113,540	0	64,060
Garner-Hayfield	314,000	43,655	17,702	0	338,672	-24,672	0	348,262	-34,262	0	301,139	0	12,861
George-Little Rock	182,400	4,445	2,656	0	289,239	-106,839	0	271,195	-88,795	0	165,138	0	17,262
Gilbert	518,520	7,366	2,332	0	300,819	0	217,701	359,372	0	159,148	336,148	0	182,372
Gilmore City-Bradgate	51,600	7,237	2,332	0	165,602	-114,002	0	166,907	-115,307	0	66,533	-14,933	0
Gladbrook-Reinbeck	244,320	466	3,377	0	290,162	-45,842	0	439,901	-195,581	0	166,061	0	78,259
Glenwood	809,400	21,854	6,679	0	352,995	0	456,405	502,734	0	306,666	573,825	0	235,575
Glidden-Ralston	122,040	0	2,687	0	163,476	-41,436	0	164,780	-42,740	0	137,269	-15,229	0
Graettinger-Terril	140,000	13,582	9,268	0	288,421	-148,421	0	235,119	-95,119	0	158,644	-18,644	0
Nodaway Valley	268,880	29,819	12,586	0	316,675	-47,795	0	375,229	-106,349	0	279,142	-10,262	0
GMG	127,320	6,843	15,062	0	183,050	-55,730	0	184,355	-57,035	0	176,225	-48,905	0
Grinnell-Newburg	668,280	13,990	3,038	0	380,944	0	287,336	586,595	0	81,685	499,313	0	168,967
Griswold	237,360	7,213	10,111	0	199,602	0	37,758	348,020	-110,660	0	198,453	0	38,907
Grundy Center	254,960	409	3,679	0	277,419	-22,459	0	335,973	-81,013	0	220,505	0	34,455
Guthrie Center	186,760	82,047	44,666	0	395,440	-208,680	0	342,138	-155,378	0	285,045	-98,285	0
Clayton Ridge	251,520	6,095	3,100	0	282,293	-30,773	0	389,810	-138,290	0	191,279	0	60,241
H-L-V	125,480	6,342	4,378	0	171,740	-46,260	0	173,045	-47,565	0	111,434	0	14,046
Hamburg	103,600	24,307	4,663	0	188,514	-84,914	0	189,818	-86,218	0	108,826	-5,226	0
Hampton-Dumont	479,600	36,610	22,603	0	361,412	0	118,188	511,151	-31,551	0	455,899	0	23,701
Harlan	579,600	68	2,332	0	311,349	0	268,251	461,089	0	118,511	405,836	0	173,764
Harmony	144,000	39,403	18,653	0	220,326	-76,326	0	221,631	-77,631	0	160,020	-16,020	0
Harris-Lake Park	129,760	28,110	18,709	0	208,128	-78,368	0	209,433	-79,673	0	147,822	-18,062	0
Hartley-Melvin-Sanborn	252,920	8,541	0	0	281,734	-28,814	0	340,287	-87,367	0	224,819	0	28,101
Highland	263,840	35,591	14,581	0	337,807	-73,967	0	487,546	-223,706	0	286,569	-22,729	0
Hinton	211,920	0	0	0	270,426	-58,506	0	328,979	-117,059	0	179,411	0	32,509
Howard-Winneshiek	528,320	16,240	13,884	0	384,592	0	143,728	639,206	-110,886	0	357,236	0	171,084
Hubbard-Radcliffe	170,680	28,844	19,019	0	211,935	-41,255	0	213,239	-42,559	0	151,628	0	19,052
Hudson	276,800	1,777	4,227	0	280,809	-4,009	0	339,362	-62,562	0	170,413	0	106,387
Humboldt	465,800	26,485	11,178	0	338,931	0	126,869	488,670	-22,870	0	379,936	0	85,864
Independence	552,440	3,214	4,427	0	211,187	0	341,253	408,569	0	143,871	409,244	0	143,196
Indianola	1,363,760	5,700	6,995	0	437,263	0	926,497	832,026	0	531,734	886,857	0	476,903
Interstate 35	363,480	11,693	23,046	0	329,100	0	34,380	429,876	-66,396	0	277,862	0	85,618
Iowa City	5,109,760	0	1,519	0	1,530,050	0	3,579,710	3,213,540	0	1,896,220	2,988,870	0	2,120,890
Iowa Falls	434,800	5,050	8,897	0	313,123	0	121,677	462,863	-28,063	0	334,748	0	100,052
Iowa Valley	224,240	2,784	157	0	170,628	0	53,612	227,861	-3,621	0	163,803	0	60,437
IKM-Manning	292,600	22,667	18,326	0	330,570	-37,970	0	480,309	-187,709	0	279,332	0	13,268
Janesville Consolidated	143,400	3,747	5,201	0	171,178	-27,778	0	172,482	-29,082	0	91,490	0	51,910
Jefferson-Scranton	400,800	11,135	6,432	0	300,742	0	100,058	359,295	0	41,505	336,071	0	64,729
Jesup	360,560	0	0	0	356,850	0	3,710	653,687	-293,127	0	242,926	0	117,634
Johnston	2,507,600	0	0	0	654,330	0	1,853,270	1,253,217	0	1,254,383	1,607,137	0	900,463
Keokuk	798,760	3,605	6,359	0	382,688	0	416,072	588,339	0	210,421	554,538	0	244,222
Keota	136,720	53,627	13,691	0	229,097	-92,377	0	230,402	-93,682	0	168,791	-32,071	0
Kingsley-Pierson	184,520	0	0	0	282,281	-97,761	0	264,238	-79,718	0	158,180	0	26,340
Knoxville	727,560	1,430	5,742	0	458,839	0	268,721	580,740	0	146,820	493,459	0	234,101
Lake Mills	187,760	4,873	2,332	0	279,304	-91,544	0	337,858	-150,098	0	188,290	-530	0
Lamoni	236,720	7,592	12,803	0	284,883	-48,163	0	231,581	0	5,139	174,487	0	62,233
Laurens-Marathon	123,960	28,654	4,292	0	297,734	-173,774	0	244,432	-120,472	0	133,858	-9,898	0
Lawton-Bronson	128,400	0	0	0	169,426	-41,026	0	226,658	-98,258	0	162,601	-34,201	0
Le Mars	250,000	0	0	0	478,889	-228,889	0	685,861	-435,861	0	547,169	-297,169	0
Lenox	261,040	9,702	8,861	0	182,008	0	79,032	183,313	0	77,727	175,183	0	85,857
Lewis Central	837,200	20,152	26,924	0	386,985	0	450,215	634,652	0	202,548	792,304	0	44,896
North Cedar	161,400	26,133	7,641	0	326,682	-165,282	0	476,422	-315,022	0	275,444	-114,044	0
Linn-Mar	1,038,240	0	0	0	608,139	0	430,101	1,374,603	-336,363	0	1,696,494	-658,254	0
Lisbon	341,960	11,819	13,957	0	300,216	0	41,744	358,770	-16,810	0	189,821	0	152,139
Logan-Magnolia	2,751,960	25,195	4,663	0	197,772	0	2,554,188	255,005	0	2,496,955	244,428	0	2,507,532
Lone Tree	271,400	12,585	16,249	0	192,862	0	78,538	194,167	0	77,233	186,037	0	85,363
Louisa-Muscatine	227,600	18,828	19,024	0	314,495	-86,895	0	373,049	-145,449	0	296,343	-68,743	0
LuVerne	170,040	2,214	2,332	0	62,936	0	107,104	111,489	0	58,551	60,079	0	109,961
Lynnville-Sully	304,040	26,200	13,752	0	307,839	-3,799	0	254,537	0	49,503	178,063	0	125,977
Madrid	30,400	0	1,856	0	276,232	-245,832	0	334,785	-304,385	0	185,218	-154,818	0
East Mills	174,320	43,439	27,937	0	488,947	-314,627	0	610,848	-436,528	0	251,498	-77,178	0
Manson Northwest Webster	270,440	51,525	12,956	0	234,098	0	36,342	291,330	-20,890	0	280,754	-10,314	0

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Maple Valley-Anthon Oto	222,440	19,640	17,548	0	325,785	-103,345	0	475,524	-253,084	0	274,546	-52,106	0
Maquoketa	252,840	64,897	38,193	0	410,112	-157,272	0	559,851	-307,011	0	577,461	-324,621	0
Maquoketa Valley	278,080	24,344	15,209	0	377,786	-99,706	0	583,437	-305,357	0	258,186	0	19,894
Marcus-Meriden-Cleghorn	551,040	58,114	25,824	0	262,381	0	288,659	298,944	0	252,096	222,469	0	328,571
Marion Independent	287,800	14,506	6,077	0	389,741	-101,941	0	644,355	-356,555	0	600,353	-312,553	0
Marshalltown	180,560	0	0	0	565,702	-385,142	0	1,185,275	-1,004,715	0	1,381,988	-1,201,428	0
Martensdale-St Marys	745,920	4,302	26,615	0	197,816	0	548,104	255,048	0	490,872	190,990	0	554,930
Mason City	2,123,280	0	0	0	586,345	0	1,536,935	989,377	0	1,133,903	1,067,877	0	1,055,403
MOC-Floyd Valley	212,560	23,093	4,964	0	334,153	-121,593	0	483,893	-271,333	0	428,640	-216,080	0
Mediapolis	1,500,440	42,523	18,161	0	337,171	0	1,163,269	395,724	0	1,104,716	319,019	0	1,181,421
Melcher-Dallas	537,320	6,496	9,661	0	280,783	0	256,537	227,481	0	309,839	116,906	0	420,414
Midland	301,720	15,558	23,064	0	206,158	0	95,562	263,390	0	38,330	199,332	0	102,388
Mid-Prairie	126,000	19,885	18,493	0	493,763	-367,763	0	700,735	-574,735	0	435,699	-309,699	0
Missouri Valley	222,000	9,905	13,381	0	303,086	-81,086	0	361,639	-139,639	0	265,553	-43,553	0
MFL MarMac	489,000	19,629	11,192	0	322,168	0	166,832	471,908	0	17,092	270,930	0	218,070
Montezuma	350,800	1,446	2,448	0	274,273	0	76,527	332,827	0	17,973	163,878	0	186,922
Monticello	318,840	38,666	18,694	0	354,605	-35,765	0	504,344	-185,504	0	376,229	-57,389	0
Moravia	211,240	23,554	21,357	0	206,655	0	4,585	207,960	0	3,280	180,449	0	30,791
Mormon Trail	406,200	38,013	30,311	0	227,338	0	178,862	228,643	0	177,557	147,651	0	258,549
Morning Sun	136,200	0	0	0	62,281	0	73,919	110,834	0	25,366	59,424	0	76,776
Moulton-Udell	95,760	14,648	13,950	0	187,197	-91,437	0	188,501	-92,741	0	107,509	-11,749	0
Mount Ayr	88,040	22,344	9,971	0	201,525	-113,485	0	258,757	-170,717	0	248,180	-160,140	0
Mount Pleasant	89,600	1,364	2,970	0	495,193	-405,593	0	793,350	-703,750	0	622,630	-533,030	0
Mount Vernon	246,800	25,308	7,426	0	317,587	-70,787	0	376,140	-129,340	0	352,916	-106,116	0
Murray	811,480	49,325	35,965	0	245,441	0	566,039	246,746	0	564,734	219,234	0	592,246
Muscatine	425,640	18,172	18,452	0	748,527	-322,887	0	1,431,448	-1,005,808	0	1,510,622	-1,084,982	0
Nashua-Plainfield	112,600	2,590	0	0	276,326	-163,726	0	334,880	-222,280	0	185,312	-72,712	0
Nevada	2,119,800	3,787	4,663	0	305,220	0	1,814,580	363,773	0	1,756,027	413,412	0	1,706,388
Newell-Fonda	260,960	8,717	11,084	0	301,945	-40,985	0	283,901	-22,941	0	177,844	0	83,116
New Hampton	602,200	51,569	24,134	0	455,121	0	147,079	522,353	0	79,847	394,238	0	207,962
New London	182,480	48,294	24,343	0	239,274	-56,794	0	296,506	-114,026	0	251,830	-69,350	0
Newton	401,240	0	0	0	517,243	-116,003	0	913,328	-512,088	0	863,268	-462,028	0
Central Springs	208,680	19,576	17,151	0	329,914	-121,234	0	479,654	-270,974	0	278,676	-69,996	0
Northeast	1,202,360	23,589	22,779	0	213,747	0	988,613	270,979	0	931,381	260,402	0	941,958
North Fayette	346,080	4,976	8,864	0	305,981	0	40,099	455,721	-109,641	0	254,743	0	91,337
Northeast Hamilton	219,680	13,051	6,995	0	282,377	-62,697	0	229,075	-9,395	0	99,119	0	120,561
North Mahaska	330,600	0	1,567	0	168,574	0	162,026	225,806	0	104,794	161,748	0	168,852
North Linn	92,000	50,040	24,160	0	362,400	-270,400	0	463,175	-371,175	0	291,780	-199,780	0
North Kossuth	214,160	13,303	9,326	0	183,307	0	30,853	184,612	0	29,548	103,619	0	110,541
North Polk	272,200	982	8,373	0	315,923	-43,723	0	465,662	-193,462	0	356,929	-84,729	0
North Scott	120,400	0	0	0	432,754	-312,354	0	863,625	-743,225	0	809,047	-688,647	0
North Tama County	544,320	28,335	3,876	0	198,891	0	345,429	256,123	0	288,197	192,066	0	352,254
North Winneshiek	1,191,400	12,450	6,995	0	179,914	0	1,011,486	181,219	0	1,010,181	100,226	0	1,091,174
Northwood-Kensett	209,320	4,777	1,345	0	172,157	0	37,163	173,462	0	35,858	165,332	0	43,988
Norwalk	117,320	588	11,344	0	347,478	-230,158	0	546,181	-428,861	0	733,415	-616,095	0
Odebolt-Arthur	199,760	0	1,303	0	162,934	0	36,826	164,239	0	35,521	136,727	0	63,033
Oelwein	973,600	10,324	3,537	0	367,361	0	606,239	573,011	0	400,589	340,005	0	633,595
Ogden	271,480	26,594	10,561	0	309,719	-38,239	0	368,273	-96,793	0	272,186	-706	0
Okoboji	134,520	3,341	4,561	0	289,441	-154,921	0	347,994	-213,474	0	305,389	-170,869	0
Olin Consolidated	513,960	7,911	5,422	0	172,094	0	341,866	124,435	0	389,525	92,406	0	421,554
Orient-Macksburg	243,600	52,117	25,648	0	235,475	0	8,125	236,779	0	6,821	155,787	0	87,813
Osage	376,560	1,857	10,408	0	293,645	0	82,915	352,199	0	24,361	256,112	0	120,448
Oskaloosa	92,000	32,280	20,227	0	373,105	-281,105	0	529,586	-437,586	0	699,885	-607,885	0
Ottumwa	76,440	20,607	1,497	0	629,512	-553,072	0	1,445,145	-1,368,705	0	1,310,250	-1,233,810	0
Panorama	374,200	7,974	1,597	0	285,921	0	88,279	344,474	0	29,726	248,388	0	125,812
Paton-Churdan	955,200	5,407	29	0	162,863	0	792,337	164,167	0	791,033	63,794	0	891,406
PCM	1,812,480	29,672	4,761	0	331,948	0	1,480,532	481,688	0	1,330,792	353,572	0	1,458,908
Pekin	299,680	0	5,596	0	278,749	0	20,931	337,302	-37,622	0	168,353	0	131,327
Pella	72,240	9,312	3,415	0	390,673	-318,433	0	596,324	-524,084	0	581,905	-509,665	0
Perry	263,120	9,597	4,910	0	320,533	-57,413	0	428,050	-164,930	0	520,969	-257,849	0
Pleasant Valley	252,320	4,318	2,332	0	473,196	-220,876	0	953,030	-700,710	0	1,048,694	-796,374	0
Pleasantville	876,120	17,243	5,517	0	296,058	0	580,062	354,612	0	521,508	258,525	0	617,595

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District	Estimated Allocation Amount	Increasing Minimum Salaries			Teacher Career Path Model			Instructional Coach and Curriculum and Professional Development Leader Model			Career Teacher and Leadership Framework Model		
		Minimum to \$35,000	Career Minimum to \$37,000	Est. Cost in Excess of Allocation	Est. Total Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost
Pocahontas Area	739,320	6,157	13,224	0	308,201	0	431,119	457,941	0	281,379	256,963	0	482,357
Postville	1,692,000	16,286	11,621	0	196,879	0	1,495,121	254,111	0	1,437,889	190,054	0	1,501,946
Prairie Valley	254,480	24,970	13,762	0	207,645	0	46,835	264,878	-10,398	0	220,201	0	34,279
Prescott	281,400	26,231	9,326	0	94,315	0	187,085	142,867	0	138,533	91,457	0	189,943
Preston	243,280	30,944	6,995	0	199,494	0	43,786	200,798	0	42,482	139,187	0	104,093
Red Oak	410,200	48,716	18,523	0	418,631	-8,431	0	624,281	-214,081	0	444,756	-34,556	0
Remsen-Union	242,400	40,910	26,249	0	333,875	-91,475	0	280,573	-38,173	0	223,480	0	18,920
Riceville	35,840	0	1,778	0	162,202	-126,362	0	163,506	-127,666	0	101,895	-66,055	0
Riverside	133,400	3,156	13,260	0	290,862	-157,462	0	349,415	-216,015	0	180,466	-47,066	0
Rock Valley	482,720	0	312	0	171,448	0	311,272	228,680	0	254,040	184,004	0	298,716
Rockwell City-Lytton	156,960	9,321	7,601	0	182,219	-25,259	0	183,524	-26,564	0	175,394	-18,434	0
Roland-Story	116,640	0	0	0	282,214	-165,574	0	340,768	-224,128	0	264,063	-147,423	0
Rudd-Rockford-Marble Rk	275,320	5,838	3,434	0	174,570	0	100,750	175,875	0	99,445	167,745	0	107,575
Ruthven-Ayrshire	188,840	7,389	0	0	166,527	0	22,313	167,832	0	21,008	86,840	0	102,000
St Ansgar	386,560	0	0	0	273,452	0	113,108	332,006	0	54,554	163,057	0	223,503
Saydel	188,840	8,379	24,415	0	335,053	-146,213	0	435,829	-246,989	0	429,540	-240,700	0
Schaller-Crestland	97,600	12,426	2,332	0	177,574	-79,974	0	178,879	-81,279	0	151,367	-53,767	0
Schleswig	256,760	0	166	0	160,827	0	95,933	162,132	0	94,628	81,139	0	175,621
Sentral	480,480	17,949	12,303	0	186,828	0	293,652	139,168	0	341,312	87,758	0	392,722
Sergeant Bluff-Luton	152,080	7,284	2,332	0	315,701	-163,621	0	465,440	-313,360	0	410,187	-258,107	0
Seymour	120,160	42,861	25,171	0	226,992	-106,832	0	228,296	-108,136	0	147,304	-27,144	0
West Fork CSD	59,640	17,658	4,590	0	311,218	-251,578	0	460,957	-401,317	0	240,598	-180,958	0
Sheldon	537,160	7,967	2,332	0	292,942	0	244,218	351,496	0	185,664	274,791	0	262,369
Shenandoah	94,960	4,217	1,193	0	288,161	-193,201	0	346,714	-251,754	0	323,490	-228,530	0
Sibley-Ocheyedan	283,600	27,310	13,733	0	317,552	-33,952	0	376,105	-92,505	0	280,019	0	3,581
Sidney	392,920	2,295	2,448	0	166,129	0	226,791	167,433	0	225,487	139,922	0	252,998
Sigourney	394,520	99,175	35,650	0	405,256	-10,736	0	414,846	-20,326	0	294,860	0	99,660
Sioux Center	302,040	0	591	0	285,376	0	16,664	343,929	-41,889	0	320,705	-18,665	0
Sioux Central	130,880	0	201	0	269,365	-138,485	0	216,063	-85,183	0	212,451	-81,571	0
Sioux City	212,000	12,132	0	0	1,552,042	-1,340,042	0	3,346,316	-3,134,316	0	3,739,927	-3,527,927	0
Southern Cal	424,640	13,579	12,141	0	190,944	0	233,696	143,285	0	281,355	184,119	0	240,521
Solon	5,571,960	5,824	1,401	0	297,338	0	5,274,622	355,891	0	5,216,069	332,667	0	5,239,293
Southeast Warren	193,240	2,314	7,608	0	191,045	0	2,195	339,463	-146,223	0	170,514	0	22,726
South Hamilton	503,560	3,671	3,749	0	177,853	0	325,707	235,086	0	268,474	224,509	0	279,051
Southeast Webster Grand	220,240	25,855	16,321	0	326,275	-106,035	0	476,014	-255,774	0	202,174	0	18,066
South Page	264,920	10,139	6,643	0	175,153	0	89,767	176,458	0	88,462	95,466	0	169,454
South Tama County	211,440	32,765	24,863	0	353,224	-141,784	0	411,777	-200,337	0	514,897	-303,457	0
South O'Brien	86,240	2,172	3,501	0	175,984	-89,744	0	233,217	-146,977	0	188,540	-102,300	0
South Winneshiek	584,800	3,395	1,159	0	276,156	0	308,644	334,710	0	250,090	165,761	0	419,039
Southeast Polk	229,360	10,990	4,663	0	673,512	-444,152	0	1,538,110	-1,308,750	0	1,645,701	-1,416,341	0
Spencer	2,559,880	36,033	6,756	0	413,617	0	2,146,263	619,268	0	1,940,612	585,467	0	1,974,413
Spirit Lake	770,680	0	699	0	288,333	0	482,347	346,886	0	423,794	323,662	0	447,018
Springville	466,840	30,209	22,892	0	215,831	0	251,009	217,135	0	249,705	189,624	0	277,216
Stanton	150,800	5,022	12,425	0	174,912	-24,112	0	176,216	-25,416	0	95,224	0	55,576
Starmont	72,800	9,737	8,390	0	291,393	-218,593	0	349,947	-277,147	0	200,379	-127,579	0
Storm Lake	254,000	5,198	5,483	0	325,361	-71,361	0	530,805	-276,805	0	632,759	-378,759	0
Stratford	867,520	0	0	0	60,667	0	806,853	109,220	0	758,300	57,809	0	809,711
West Central Valley	64,120	21,509	29,728	0	346,209	-282,089	0	495,948	-431,828	0	367,833	-303,713	0
Sumner	372,520	0	0	0	168,035	0	204,485	225,268	0	147,252	141,829	0	230,691
Tipton	229,400	25,259	18,309	0	322,537	-93,137	0	381,090	-151,690	0	285,004	-55,604	0
Titonka Consolidated	338,480	0	0	0	60,254	0	278,226	108,806	0	229,674	57,396	0	281,084
Treynor	58,000	29,820	11,778	0	210,241	-152,241	0	316,437	-258,437	0	222,797	-164,797	0
Tri-Center	238,400	3,970	5,871	0	284,273	-45,873	0	342,826	-104,426	0	246,740	-8,340	0
Tri-County	271,280	70,531	20,460	0	354,428	-83,148	0	301,126	-29,846	0	190,552	0	80,728
Tripoli	108,400	9,654	8,886	0	183,079	-74,679	0	184,383	-75,983	0	176,253	-67,853	0
Turkey Valley	177,600	19,289	3,811	0	185,946	-8,346	0	187,251	-9,651	0	159,739	0	17,861
Twin Cedars	152,520	64,853	16,321	0	243,872	-91,352	0	245,176	-92,656	0	237,047	-84,527	0
Twin Rivers	150,320	4,051	1,737	0	66,690	0	83,630	115,243	0	35,077	63,832	0	86,488
Underwood	67,600	38,828	4,663	0	319,090	-251,490	0	377,644	-310,044	0	262,176	-194,576	0
Union	288,560	21,080	14,660	0	338,315	-49,755	0	488,055	-199,495	0	359,939	-71,379	0
United	130,840	11,627	15,292	0	105,794	0	25,046	189,605	-58,765	0	89,231	0	41,609
Urbandale	1,354,720	187	1,742	0	495,930	0	858,790	1,030,433	0	324,287	1,040,587	0	314,133

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District	Estimated Allocation Amount	Increasing Minimum Salaries			Teacher Career Path Model			Instructional Coach and Curriculum and Professional Development Leader Model			Career Teacher and Leadership Framework Model		
		Minimum to \$35,000	Career Minimum to \$37,000	Est. Cost in Excess of Allocation	Est. Total Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost	Est. Cost to Fully Implement	Est. Cost in Excess of Allocation	Est. Allocation in Excess of Cost
Valley	164,800	11,031	4,872	0	179,577	-14,777	0	180,882	-16,082	0	153,371	0	11,429
Van Buren	251,360	22,936	18,692	0	211,146	0	40,214	268,378	-17,018	0	223,702	0	27,658
Van Meter	236,040	2,870	3,788	0	175,141	0	60,899	232,374	0	3,666	168,316	0	67,724
Ventura	91,080	14,363	9,326	0	182,388	-91,308	0	183,692	-92,612	0	102,700	-11,620	0
Villisca	133,600	816	716	0	163,101	-29,501	0	164,405	-30,805	0	102,794	0	30,806
Vinton-Shellsburg	659,320	6,554	8,878	0	329,763	0	329,557	479,502	0	179,818	497,112	0	162,208
Waco	199,200	44,300	6,067	0	216,364	-17,164	0	273,596	-74,396	0	209,539	-10,339	0
East Sac County	366,560	29,293	11,087	0	334,949	0	31,611	484,689	-118,129	0	356,573	0	9,987
Walnut	76,080	17,804	25,648	0	304,708	-228,628	0	251,406	-175,326	0	121,450	-45,370	0
Wapello	290,560	10,686	6,575	0	292,995	-2,435	0	351,548	-60,988	0	255,462	0	35,098
Wapsie Valley	285,320	739	692	0	290,517	-5,197	0	754,931	-469,611	0	185,798	0	99,522
Washington	707,000	51,165	18,734	0	520,178	0	186,822	593,116	0	113,884	554,798	0	152,202
Waterloo	4,321,480	79,525	76,473	0	1,535,106	0	2,786,374	2,580,569	0	1,740,911	3,216,482	0	1,104,998
Waukee	3,088,520	989	7,321	0	819,129	0	2,269,391	1,510,523	0	1,577,997	1,839,148	0	1,249,372
Waverly-Shell Rock	787,560	7,390	4,671	0	501,305	0	286,255	799,463	-11,903	0	502,398	0	285,162
Wayne	223,560	2,961	3,486	0	174,088	0	49,472	231,320	-7,760	0	186,644	0	36,916
Webster City	629,040	21,057	10,617	0	476,690	0	152,350	598,592	0	30,448	491,929	0	137,111
West Bend-Mallard	124,800	75,744	23,372	0	363,661	-238,861	0	310,359	-185,559	0	199,785	-74,985	0
West Branch	325,840	25,818	20,076	0	324,009	0	1,831	382,563	-56,723	0	286,476	0	39,364
West Burlington Ind	193,560	15,225	11,365	0	295,777	-102,217	0	242,475	-48,915	0	238,863	-45,303	0
West Central	118,480	9,323	3,690	0	173,561	-55,081	0	174,865	-56,385	0	93,873	0	24,607
West Delaware County	630,480	13,882	5,098	0	317,660	0	312,820	376,213	0	254,267	445,233	0	185,247
West Des Moines	3,641,160	4,816	4,663	0	1,072,838	0	2,568,322	1,870,635	0	1,770,525	2,276,034	0	1,365,126
Western Dubuque	1,190,880	70,636	37,744	0	687,534	0	503,346	1,181,752	0	9,128	917,392	0	273,488
West Harrison	166,000	20,876	5,255	0	189,887	-23,887	0	191,192	-25,192	0	163,680	0	2,320
West Liberty	479,600	26,384	26,319	0	341,198	0	138,402	448,715	0	30,885	449,390	0	30,210
West Lyon	343,600	10,745	13,717	0	303,776	0	39,824	362,330	-18,730	0	246,862	0	96,738
West Marshall	343,480	143,882	68,266	0	491,454	-147,974	0	550,007	-206,527	0	453,921	-110,441	0
West Monona	279,560	1,591	1,486	0	291,774	-12,214	0	441,514	-161,954	0	240,536	0	39,024
West Sioux	295,240	10,553	0	0	300,308	-5,068	0	450,047	-154,807	0	229,688	0	65,552
Westwood	217,680	663	2,049	0	169,957	0	47,723	227,189	-9,509	0	182,513	0	35,167
Whiting	78,440	19,808	27,155	0	204,808	-126,368	0	206,113	-127,673	0	125,120	-46,680	0
Williamsburg	456,680	29,853	26,565	0	253,500	0	203,180	352,955	0	103,725	398,076	0	58,604
Wilton	309,040	286	2,534	0	176,231	0	132,809	233,464	0	75,576	242,268	0	66,772
Winfield-Mt Union	150,000	20,112	16,411	0	199,199	-49,199	0	200,504	-50,504	0	172,992	-22,992	0
Winterset	682,320	17,510	11,745	0	560,376	0	121,944	599,770	0	82,550	512,489	0	169,831
Woden-Crystal Lake	45,600	9,331	2,332	0	71,079	-25,479	0	119,632	-74,032	0	68,222	-22,622	0
Woodbine	173,000	7,370	3,528	0	175,126	-2,126	0	176,431	-3,431	0	148,919	0	24,081
Woodbury Central	235,640	6,672	0	0	292,404	-56,764	0	393,180	-157,540	0	168,303	0	67,337
Woodward-Granger	340,080	57,909	24,094	0	673,769	-333,689	0	797,198	-457,118	0	377,027	-36,947	0
	\$ 190,498,000	\$ 6,102,957	\$ 3,585,336	\$ -6,058	\$ 116,227,860	\$ -18,801,990	\$ 93,072,130	\$ 166,727,572	\$ -37,100,940	\$ 60,871,368	\$ 145,311,304	\$ -21,955,736	\$ 67,142,432
Districts with Estimated Costs in Excess of Allocations				2		170			224			117	
Districts with Allocations in Excess of Estimated Costs				346		178			124			231	

Notes:

- 1) All costs for salaries, stipends, and supplements include a percentage applied for FICA and IPERS of 16.58%.
- 2) The estimated cost of replacing initial teachers in the classroom for 25.0% of the school year assumes that 1,146 new teachers are hired annually statewide (based on a 3-year average). The statewide cost was allocated to districts on a per-pupil basis using 2012-2013 certified enrollments.
- 3) A Career teacher is assumed to have at least 2 years of teaching experience.
- 4) The estimated cost of Career II and Advanced teacher salary increases (Teacher Career Path Model) assumes a starting base salary of \$38,500. The estimate assumes that districts will establish criteria for designating Career II teachers that will limit the number to the minimums established in the bill - 1 Career II teacher for every elementary building and 4 for each middle and high school. The estimate assumes at least 1 Advanced Teacher for every 3 Career II teachers and at least 1 per building. The estimate assumes that additional contract days required of Career II and Advanced Teachers are included in the minimum salaries for each.
- 5) Costs of peer coaching assume that half of Career II and Advanced teachers in each district will peer coach for 5 hours per week for 38 weeks. The estimate assumes a salary of \$42,000 for Career II teachers and \$50,500 for Advanced teachers to calculate the hourly rate of pay.
- 6) The estimate assumes that Instructional Coaches and Curriculum and Professional Development Leaders are new positions at the minimum Career teacher salary of \$37,000. Minimum stipends were used in the calculations for Instructional Coache (\$5,000) and Curriculum and Professional Development Leaders (\$10,000).
- 7) The number of Curriculum and Professional Development Leaders assumes at least one per district for districts with enrollment less than 500 and one per building for districts with enrollment of 500 or more.
- 8) Summer training for Curriculum and Professional Development Leaders is estimated to require 5 days at a per diem rate based on a minimum career salary of \$37,000.

Sources:

Department of Education, Basic Educational Data Survey (BEDS), 2011-2012 Staff File; LSA analysis and calculations